

MONTHLY REVIEW

OF THE

U. S. BUREAU OF LABOR STATISTICS

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WASHINGTON

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EDITORIAL NOTE.

In order that the issues of the MONTHLY REVIEW may appear on or before the 1st of the month for which they are issued, this number is published earlier than was originally planned. This being the August issue, the September number will appear on or before September 1.

MINIMUM-WAGE LEGISLATION, 1915.

So far as appears at the date of this publication the only new minimum-wage law enacted during the legislative sessions of 1915 is that of Arkansas. The Legislature of Nebraska made an appropriation (\$500) for the expenses of the minimum-wage commission of that State, thus making it possible for the first time for any action to be taken under the act of 1913. In Massachusetts the minimum-wage commission is authorized to require employers to post in their establishments such information or matter as the commission may indicate.

The Arkansas statute is in immediate effect from the date of its passage, and applies to females working in any manufacturing, mechanical, or mercantile establishment, laundry, or express or transportation company, restricting also the hours of labor in such places of employment to 9 per day and 54 per week.

The statute fixes a daily wage rate of not less than \$1.25 for all female workers of six months' experience, with a minimum of \$1 for inexperienced workers. Where there is a shorter workday than the maximum fixed by the act, the rate per hour shall be the same as for those working 9 hours per day. Piecework, bonus systems, etc., must secure to the worker a remuneration not less than that fixed by the act. If the commissioners find that in any line of industry payment by the piece is working an injury to the general health of the employees, they may, after hearing, order the abolition of piecework and the substitution of a daily rate of wages for all female employees.

If it be shown "beyond question of doubt" that the limitation of hours would "work irreparable injury" in such industries as can-

neries and candy factories, the commission may allow work in excess of 9 hours daily for not more than 90 days in any year, the wages for overtime to be at a rate of one and one-half times the regular rate.

If it appears that the rate fixed by the act is higher than necessary to properly support a female worker in any occupation, a lower rate may be fixed by the commission; while if the rate proves inadequate, a higher rate, such as is determined reasonable by the commission, may be established. A special provision relates to hotels, restaurants, and telephone offices, as to which rules and regulations may be prescribed by the commission not permitting more than 9 hours' work nor a lower rate of wages than will supply the cost of proper living and safeguard health and welfare, the rate of wages not to "be greater than the rate of wages specified" in the act. It should be kept in mind in this connection, however, that the commission is not fixing a maximum, but is simply precluded from fixing a higher minimum than that named in the act.

The law does not apply to cotton factories, to the gathering or preservation of fruits and perishable farm products, nor to establishments where fewer than three females are employed, nor to those "working three or less employees in the same building at the same time doing the same class of work."

Violations by employers and employees are punishable by fine of not less than \$25 nor more than \$100, each day of noncompliance to constitute a separate offense.

The commission to administer the act consists of the "commissioner of labor and statistics and two competent women, to be appointed, one by the governor and the other by the State commissioner of labor and statistics."

The law is unique in that it provides a statutory rate and also a commission with authority to fix rates. This puts the law into effect immediately without awaiting the action of the commission. Action to modify will apparently await the initiative of the parties in interest, though the act does not specify as to this. Findings are to be reached after public hearings in which all interested persons may present arguments. Questions as to the breadth of the exceptions necessarily arise, and especially as to the definition of the term "class of work" in the clause exempting establishments in which not more than three females are employed in the same building at the same time doing the same class of work. Doubtless this will be passed upon by the commission, however, rather than by the employer.

IMMIGRATION IN 1915.

Data furnished by the Bureau of Immigration of the department show a marked decrease in the number of immigrants admitted to the United States during each of the months of the year 1915 as com-

pared with the numbers admitted for the same months of 1914. Preliminary figures for August show this decrease to continue. Thus from August 1 to 5 there arrived in 1913 at eastern ports 23,044 immigrants, as compared with 10,722 for the same period in 1914, a decrease of 53.5 per cent, while in 1915 for the same days there was a further decrease from the arrivals of 1914 of 66.7 per cent.

IMMIGRANT ALIENS ADMITTED TO AND DEPARTING FROM THE UNITED STATES DURING EACH OF THE MONTHS OF JANUARY TO JUNE, 1914 AND 1915.

ADMITTED.

| Races. | January. | | February. | | March. | | April. | | May. | | June. | |
|--|----------|--------|-----------|--------|--------|--------|---------|--------|---------|--------|--------|--------|
| | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 |
| African (black)..... | 212 | 113 | 217 | 89 | 385 | 159 | 1,302 | 256 | 1,356 | 817 | 1,060 | 487 |
| Armenian..... | 573 | 44 | 288 | 25 | 311 | 63 | 211 | 29 | 203 | 35 | 230 | 41 |
| Bohemian and Moravian..... | 409 | 42 | 327 | 70 | 590 | 81 | 846 | 102 | 958 | 111 | 590 | 77 |
| Bulgarian, Servian, Montenegrin..... | 767 | 153 | 481 | 82 | 1,391 | 316 | 3,222 | 248 | 1,591 | 266 | 798 | 258 |
| Chinese..... | 218 | 225 | 144 | 138 | 83 | 135 | 179 | 142 | 157 | 218 | 185 | 293 |
| Croatian and Slovenian..... | 545 | 37 | 604 | 51 | 1,035 | 53 | 1,784 | 107 | 2,423 | 99 | 1,465 | 78 |
| Cuban..... | 123 | 78 | 86 | 70 | 97 | 85 | 153 | 97 | 284 | 188 | 388 | 432 |
| Dalmatian, Bosnian, Herzegovinian..... | 42 | 5 | 72 | 5 | 300 | 2 | 544 | 8 | 441 | 8 | 200 | 4 |
| Dutch and Flemish..... | 401 | 422 | 617 | 553 | 1,436 | 499 | 1,878 | 605 | 1,282 | 626 | 784 | 288 |
| East Indian..... | 8 | 1 | 4 | 5 | 4 | 5 | 16 | 1 | 16 | 7 | 12 | 6 |
| English..... | 2,451 | 2,232 | 2,482 | 2,137 | 3,137 | 2,243 | 4,595 | 2,902 | 4,868 | 2,682 | 4,173 | 3,099 |
| Finnish..... | 548 | 114 | 568 | 155 | 533 | 250 | 865 | 238 | 1,033 | 418 | 882 | 368 |
| French..... | 902 | 681 | 660 | 695 | 1,158 | 820 | 1,761 | 1,114 | 1,643 | 1,139 | 1,170 | 889 |
| German..... | 2,914 | 1,068 | 3,384 | 860 | 6,405 | 928 | 7,751 | 1,176 | 7,982 | 1,168 | 5,816 | 1,034 |
| Greek..... | 1,351 | 915 | 3,174 | 313 | 7,131 | 1,488 | 9,798 | 989 | 4,636 | 2,460 | 3,040 | 998 |
| Hebrew..... | 8,270 | 753 | 7,733 | 641 | 8,735 | 733 | 5,820 | 585 | 8,304 | 766 | 10,113 | 811 |
| Irish..... | 787 | 867 | 839 | 923 | 1,363 | 1,097 | 4,280 | 2,075 | 5,732 | 2,050 | 2,586 | 2,648 |
| Italian (north)..... | 2,016 | 734 | 1,302 | 657 | 4,070 | 670 | 4,864 | 1,087 | 4,672 | 1,046 | 1,733 | 485 |
| Italian (south)..... | 6,837 | 2,994 | 6,672 | 2,448 | 22,980 | 3,118 | 30,717 | 5,480 | 22,477 | 4,886 | 9,012 | 2,358 |
| Japanese..... | 789 | 651 | 800 | 668 | 610 | 662 | 868 | 882 | 702 | 792 | 807 | 722 |
| Korean..... | 14 | 16 | 15 | ..... | 14 | 5 | 8 | 7 | 8 | 3 | 18 | 8 |
| Lithuanian..... | 603 | 35 | 382 | 15 | 558 | 57 | 822 | 23 | 1,264 | 18 | 1,710 | 36 |
| Magyar..... | 1,777 | 44 | 2,996 | 38 | 5,748 | 30 | 6,286 | 33 | 5,165 | 40 | 3,002 | 44 |
| Mexican..... | 982 | 712 | 1,307 | 484 | 1,350 | 996 | 590 | 686 | 673 | 806 | 654 | 1,076 |
| Pacific Islander..... | ..... | ..... | ..... | 2 | ..... | ..... | ..... | ..... | ..... | 2 | ..... | ..... |
| Polish..... | 2,986 | 87 | 3,067 | 101 | 5,251 | 163 | 6,533 | 167 | 10,256 | 275 | 6,827 | 229 |
| Portuguese..... | 308 | 116 | 303 | 70 | 987 | 434 | 1,660 | 799 | 1,187 | 347 | 1,022 | 848 |
| Roumanian..... | 660 | 24 | 1,076 | 6 | 2,922 | 41 | 4,641 | 50 | 2,688 | 53 | 1,031 | 37 |
| Russian..... | 1,800 | 107 | 1,698 | 128 | 3,183 | 155 | 4,427 | 160 | 2,584 | 248 | 2,290 | 308 |
| Ruthenian (Russniak)..... | 1,422 | 59 | 1,517 | 28 | 2,359 | 124 | 2,168 | 117 | 2,532 | 88 | 2,119 | 144 |
| Scandinavian..... | 777 | 666 | 1,213 | 1,107 | 3,533 | 1,885 | 4,855 | 2,236 | 3,718 | 2,006 | 2,789 | 1,875 |
| Scotch..... | 754 | 878 | 785 | 731 | 1,242 | 943 | 1,740 | 1,010 | 1,745 | 1,004 | 1,720 | 1,125 |
| Slovak..... | 888 | 25 | 986 | 25 | 1,849 | 6 | 2,141 | 27 | 2,520 | 18 | 1,483 | 12 |
| Spanish..... | 439 | 252 | 521 | 270 | 921 | 435 | 1,390 | 469 | 1,132 | 699 | 658 | 747 |
| Spanish-American..... | 68 | 100 | 42 | 56 | 67 | 173 | 151 | 157 | 191 | 213 | 186 | 199 |
| Syrian..... | 411 | 64 | 127 | 46 | 279 | 76 | 377 | 45 | 754 | 48 | 558 | 69 |
| Turkish..... | 339 | 7 | 83 | 21 | 101 | 7 | 101 | 7 | 103 | 28 | 54 | 21 |
| Welsh..... | 92 | 50 | 112 | 74 | 142 | 96 | 216 | 76 | 210 | 63 | 199 | 99 |
| West Indian (except Cuban)..... | 55 | 29 | 52 | 30 | 38 | 55 | 89 | 60 | 163 | 64 | 120 | 115 |
| Other peoples..... | 170 | 81 | 137 | 56 | 323 | 175 | 236 | 280 | 143 | 264 | 244 | 230 |
| Total..... | 44,708 | 15,481 | 46,873 | 13,873 | 92,621 | 19,263 | 119,885 | 24,532 | 107,796 | 26,069 | 71,728 | 22,598 |
| Per cent decline, 1915..... | ..... | 65.37 | ..... | 70.40 | ..... | 79.20 | ..... | 79.54 | ..... | 75.82 | ..... | 68.49 |

DEPARTING.

| | | | | | | | | | | | | |
|--|-------|-------|-----|-----|-----|-------|-------|-------|-------|-------|-------|-------|
| African (black)..... | 101 | 82 | 77 | 70 | 106 | 69 | 150 | 111 | 183 | 231 | 225 | 243 |
| Armenian..... | 78 | 7 | 47 | 14 | 92 | 18 | 142 | 4 | 116 | 5 | 190 | 152 |
| Bohemian and Moravian..... | 100 | 4 | 46 | 3 | 39 | 1 | 85 | 3 | 105 | 8 | 174 | 4 |
| Bulgarian, Servian, Montenegrin..... | 1,120 | 426 | 305 | 181 | 215 | 145 | 384 | 104 | 258 | 73 | 526 | 59 |
| Chinese..... | 185 | 216 | 120 | 76 | 114 | 86 | 117 | 137 | 132 | 177 | 89 | 115 |
| Croatian and Slovenian..... | 1,951 | 8 | 928 | 6 | 704 | 7 | 1,395 | 9 | 1,162 | 8 | 2,203 | 8 |
| Cuban..... | 74 | 158 | 70 | 69 | 51 | 113 | 77 | 569 | 42 | 613 | 94 | 191 |
| Dalmatian, Bosnian, Herzegovinian..... | 89 | | 45 | 1 | 45 | | 53 | | 56 | | 91 | |

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IMMIGRANT ALIENS ADMITTED TO AND DEPARTING FROM THE UNITED STATES
DURING EACH OF THE MONTHS OF JANUARY TO JUNE, 1914 AND 1915—Concluded.

DEPARTING—Concluded.

| Races. | January. | | February. | | March. | | April. | | May. | | June. | |
|---------------------------------|----------|--------|-----------|-------|--------|-------|--------|-------|--------|-------|--------|--------|
| | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 |
| Dutch and Flemish..... | 293 | 120 | 117 | 40 | 139 | 67 | 166 | 52 | 212 | 78 | 316 | 76 |
| East Indian..... | 15 | 7 | 3 | 4 | 4 | 9 | 3 | 8 | 3 | ..... | 5 | 18 |
| English..... | 918 | 1,126 | 493 | 554 | 474 | 538 | 734 | 717 | 1,164 | 693 | 1,331 | 1,054 |
| Finnish..... | 233 | 33 | 136 | 39 | 90 | 55 | 182 | 25 | 232 | 65 | 537 | 79 |
| French..... | 249 | 241 | 124 | 125 | 98 | 173 | 187 | 216 | 213 | 237 | 452 | 300 |
| German..... | 987 | 108 | 704 | 43 | 671 | 71 | 1,158 | 64 | 1,027 | 62 | 1,705 | 72 |
| Greek..... | 1,007 | 783 | 616 | 356 | 623 | 555 | 1,029 | 558 | 519 | 500 | 1,207 | 519 |
| Hebrew..... | 576 | 24 | 469 | 32 | 412 | 39 | 715 | 19 | 669 | 39 | 1,073 | 57 |
| Irish..... | 340 | 151 | 132 | 120 | 164 | 142 | 257 | 194 | 405 | 158 | 776 | 236 |
| Italian (north)..... | 1,474 | 679 | 924 | 238 | 669 | 350 | 1,087 | 417 | 934 | 427 | 1,371 | 236 |
| Italian (south)..... | 9,870 | 10,209 | 3,618 | 2,813 | 2,077 | 2,388 | 3,034 | 2,165 | 3,974 | 2,012 | 6,276 | 3,570 |
| Japanese..... | 69 | 72 | 37 | 59 | 49 | 52 | 73 | 80 | 58 | 68 | 77 | 90 |
| Korean..... | 3 | 3 | 2 | ..... | 4 | 1 | 6 | 1 | 4 | 4 | 5 | 6 |
| Lithuanian..... | 594 | 5 | 322 | 13 | 203 | 7 | 389 | 13 | 532 | 9 | 720 | 16 |
| Magyar..... | 1,931 | 6 | 1,041 | 16 | 922 | 17 | 1,434 | 19 | 1,149 | 33 | 1,919 | 12 |
| Mexican..... | 426 | 31 | 158 | 30 | 68 | 20 | 55 | 16 | 110 | 21 | 144 | 14 |
| Pacific Islander..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 1 | ..... | ..... |
| Polish..... | 3,553 | 42 | 2,118 | 47 | 1,795 | 118 | 3,430 | 108 | 3,382 | 140 | 5,802 | 153 |
| Portuguese..... | 153 | 57 | 69 | 133 | 113 | 90 | 112 | 121 | 141 | 209 | 154 | 40 |
| Roumanian..... | 625 | 21 | 285 | 5 | 174 | 9 | 283 | 19 | 292 | 6 | 548 | 3 |
| Russian..... | 2,365 | 889 | 966 | 566 | 720 | 607 | 1,826 | 856 | 1,721 | 711 | 2,794 | 816 |
| Ruthenian (Russniak)..... | 686 | ..... | 352 | ..... | 316 | 2 | 551 | ..... | 422 | 1 | 762 | ..... |
| Scandinavian..... | 676 | 182 | 269 | 96 | 264 | 159 | 437 | 191 | 702 | 259 | 1,200 | 353 |
| Scotch..... | 351 | 176 | 189 | 148 | 135 | 199 | 278 | 197 | 330 | 181 | 431 | 226 |
| Slovak..... | 1,336 | 2 | 906 | ..... | 791 | 8 | 1,633 | 17 | 1,005 | 10 | 1,633 | 19 |
| Spanish..... | 312 | 221 | 143 | 124 | 127 | 773 | 222 | 375 | 246 | 296 | 425 | 381 |
| Spanish-American..... | 46 | 48 | 58 | 33 | 26 | 39 | 44 | 39 | 19 | 34 | 74 | 61 |
| Syrian..... | 85 | 9 | 40 | 16 | 46 | 9 | 92 | 13 | 119 | 14 | 123 | 6 |
| Turkish..... | 66 | 3 | 61 | 4 | 66 | 3 | 80 | 2 | 59 | 3 | 109 | 8 |
| Welsh..... | 45 | 11 | 9 | 13 | 15 | 17 | 24 | 24 | 47 | 25 | 52 | 33 |
| West Indian (except Cuban)..... | 71 | 43 | 28 | 24 | 38 | 17 | 36 | 41 | 42 | 37 | 58 | 36 |
| Other peoples..... | 200 | 58 | 76 | 22 | 54 | 49 | 67 | 76 | 142 | 42 | 111 | 50 |
| Not specified..... | 983 | 977 | 971 | 953 | 787 | 733 | 774 | 751 | 1,615 | 1,257 | 2,611 | 1,488 |
| Total..... | 34,216 | 17,238 | 17,074 | 7,086 | 13,500 | 7,755 | 22,801 | 8,331 | 23,544 | 8,747 | 38,413 | 10,830 |

AGREEMENT IN THE CLOAK, SUIT, AND SKIRT INDUSTRY OF NEW YORK CITY.

On August 5 a new agreement was entered into in the cloak, suit, and skirt industry of New York City by the Cloak, Suit, and Skirt Manufacturers' Protective Association, and the International Ladies' Garment Workers' Union, and the Joint Board of the Cloak and Skirt Makers' Union, replacing the protocol which was in effect in this industry in New York from September, 1910, to May, 1915. The new agreement is the result of the efforts of a council of conciliation, appointed by the mayor of New York City to endeavor to bring about a settlement of the differences which had arisen and thus avoid a serious strike. The council of conciliation consisted of Felix Adler, chairman, Charles L. Bernheimer, Louis D. Brandeis, Henry Bruere, George W. Kirchwey, and Walter C. Noyes.

The articles of settlement as laid down by the council provide for an agreement for two years, to be renewed for a like term at the expiration of two years unless either party shall give a two months' notice of a desire to abrogate the agreement. The union agrees that

there shall be no strike during the term of the agreement. The agreement, besides defining the right of discharge, established a minimum scale of wages, affirmed the right of the workers to organize, gave the employer the right to distribute work according to the condition of trade, the right to select his own employees, and the right to reorganize his shop when he thinks it necessary.

The following table shows the weekly wage scale won by the unions, compared with the former scale:

| Occupations. | New rate. | Old rate. | Rate asked. |
|----------------------------|-----------|-----------|-------------|
| Cutters..... | \$27.00 | \$25.00 | \$30.00 |
| Jacket under pressers..... | 25.00 | 23.50 | 28.00 |
| Reefer upper pressers..... | 25.00 | 23.50 | 28.00 |
| Skirt upper pressers..... | 23.00 | 21.50 | 26.00 |
| Skirt under pressers..... | 18.00 | 16.50 | 20.00 |
| Jacket under pressers..... | 21.00 | 19.50 | 25.00 |
| Reefer under pressers..... | 21.00 | 19.50 | 25.00 |
| Sample makers..... | 23.00 | 22.00 | 25.00 |
| Basters..... | 15.00 | 14.00 | 16.00 |
| Skirt finishers..... | 11.00 | 10.00 | 12.00 |

The increases won by pieceworkers were: Operators granted wage of 70 cents an hour; they asked for 75 cents. Finishers granted 50 cents; they asked for 60 cents. Buttonhole makers granted 90 cents to \$1.30 a hundred; they asked for \$1 to \$1.40.

The report and recommendations of the council of conciliation, which were accepted without change by both parties, are as follows:

The council appointed by the mayor of the city of New York to assist the Cloak, Suit and Skirt Manufacturers' Protective Association and the International Ladies' Garment Workers' Union to reach an agreement on the matters at present in controversy between them, record on behalf of the general public their appreciation of the peaceful and progressive relations which have existed in the cloak-making industry during the past five years, a state of things due not only to the enlightened self-interest of the employers and wage earners, but also to the large social ideals which have animated both sides. If this fair prospect has for the moment been clouded, and these friendly relations have suffered a temporary interruption, it is the aim and the hope of this council to pave the way for their resumption, not only to prevent ground previously gained from being lost, but to bring about advances in new directions.

The council remind both sides of the very notable achievement already to their credit in the creation of the covenant known as the "protocol." And if this instrument has been found defective in certain particulars it should be modified, reconstructed, or some more suitable agreement put in its place. In the endeavor to work out the plan of a new compact of this sort, the council has laid down the following fundamental rule:

That the principle of industrial efficiency and that of respect for the essential human rights of the worker should always be applied jointly, priority being assigned to neither. Industrial efficiency may not be sacrificed to the interests of the workers, for how can it be to their interest to destroy the business on which they depend for a living, nor may efficiency be declared paramount to the human rights of the workers; for how in the long run can

the industrial efficiency of a country be maintained if the human values of its workers are diminished or destroyed. The delicate adjustment required to reconcile the two principles named must be made. Peace and progress depend upon complete loyalty in the effort to reconcile them.

We, therefore, find:

I. Under the present competitive system the principle of industrial efficiency requires that the employer shall be free and unhampered in the performance of the administrative functions which belong to him, and this must be taken to include:

- (a) That he is entirely free to select his employees at his discretion.
- (b) That he is free to discharge the incompetent, the insubordinate, the inefficient, those unsuited to the shop or those unfaithful to their obligations.
- (c) That he is free in good faith to reorganize his shop whenever, in his judgment, the conditions of business should make it necessary for him to do so.
- (d) That he is free to assign work requiring a superior or special kind of skill to those employees who possess the requisite skill.
- (e) That while it is the dictate of common sense, as well as common humanity, in the slack season to distribute work as far as possible equally among wage earners of the same level and character of skill, this practice can not be held to imply the right to a permanent tenure of employment, either in a given shop or even in the industry as a whole. A clear distinction must be drawn between an ideal aim and a present right.

The constant fluctuations—the alternate expansions and contractions to which the cloak-making industry is so peculiarly subject, and its highly competitive character, enforce this distinction. But an ideal aim is not therefore to be stigmatized as utopian, nor does it exclude substantial approximations to it in the near future. Such approximations are within the scope of achievement, by means of earnest efforts to regularize employment and by such increase of wages as will secure an average adequate for the maintenance of a decent standard of living throughout the year. The attempt, however, to impose the ideal of a permanent tenure of employment upon the cloak-making industry in its present transitional stage is impracticable, calculated to produce needless irritation and injurious to all concerned.

II. In accordance with the rule above laid down that the principle of efficiency and that of respect for the human rights of the workers must be held jointly and inseparably, we lay down—

- (a) That the workers have an inalienable right to associate and organize themselves for the purpose of maintaining the highest feasible standard as to wages, hours, and conditions, and of still further raising the standards already reached.
- (b) That no employee shall be discharged or discriminated against on the ground that he is participating directly or indirectly in union activities.
- (c) That the employees shall be duly safeguarded against oppressive exercise by the employer of his functions in connection with discharge and in all other dealings with the workers. It is to be carefully noted that the phrase “oppressive exercise of functions” need not imply a reflection on the character and intentions of the high-minded employer.

An action may be oppressive in fact, even though inspired by the most benevolent purpose. This has been amply demonstrated by experience. No human being is wise enough to be able to trust his sole judgment in decisions that affect the welfare of others; he needs to be protected, and if he is truly wise will welcome protection against the errors to which he is liable in common with his kind, as well as against the inspirations of passion or selfishness.

For this reason a tribunal of some kind is necessary, in case either of the parties to this covenant believes itself to be unjustly aggrieved. And because the construction of such a tribunal is a delicate and difficult task, demanding the greatest care, lest on one hand the movements of industry be clogged by excessive litigation, and lest on the other hand the door of redress be closed against even the most real and justified complaint, therefore,

III. In accordance with these general principles the council propose that an agreement be entered into by the Cloak, Suit and Skirt Manufacturers' Protective Association, and the International Ladies' Garment Workers' Union and the joint board of cloak and skirt makers' unions embodying these principles and providing the following:

(a) Every complaint from either organization to the other shall be in writing, and shall specify the facts which, in the opinion of the complaining organization, constitute the alleged grievance, and warrant its presentation by one organization to the other. Such complaints shall be investigated in the first instance by the representatives of the two associations, chosen for the purpose, it being impressed upon them that they use and exhaust every legitimate effort to bring about an adjustment in an informal manner. In case, however, an adjustment by them be not reached, the matters in dispute shall be referred for final decision to a

(b) Trial board of three, consisting of one employer, one worker, and one impartial person, the latter to be selected by both organizations, to serve at joint expense and to be a standing member in all cases brought before the board. The remaining two members shall be selected as follows:

The association and the union shall each make up a list of ten persons, to be approved by the other. From these two lists, as each case arises, each party shall select one person.

IV. The articles of the protocol numbered first, second, third, fourth, fifth, sixth, seventh, eighth, ninth, tenth, eleventh, twelfth, thirteenth, fourteenth, and fifteenth are hereby incorporated in this agreement, except as herein expressly revised and except as hereafter modified after the recommendations of the council.

Sections 1 to 15 of Protocol.

First. So far as practicable, and by December 31, 1910, electric power be installed for the operation of machines, and that no charge for power be made against any of the employees of the manufacturers.

Second. No charge shall be made against any employee of the manufacturers for material except in the event of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

Third. A uniform deposit system, with uniform deposit receipts, shall be adopted by the manufacturers, and the manufacturers will adopt rules and regulations for enforcing the prompt return of all deposits to employees entitled thereto. The amount of deposit shall be \$1.

Fourth. No work shall be given to or taken to employees to be performed at their homes.

Fifth. In the future there shall be no time contracts with individual shop employees, except foremen, designers, and pattern graders.

Sixth. The manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees.

Seventh. Employees shall not be required to work during the ten legal holidays as established by the laws of the State of New York; and no employee shall be permitted to work more than six days in each week, those observing

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Saturday to be permitted to work Sunday in lieu thereof; all week workers to receive pay for legal holidays.

Eighth. The manufacturers will establish a regular weekly pay day and they will pay for labor in cash, and each pieceworker will be paid for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

Ninth. All subcontracting within shops shall be abolished.

Section 10 as Modified.

Tenth. The following schedule of the standard minimum weekly scale of wages shall be observed:

| | | |
|--|-------------------------------|----------|
| Machine cutters | ----- | \$27. 50 |
| Regular cutters | ----- | 27. 50 |
| Canvas cutters | ----- | 13. 00 |
| Skirt cutters | ----- | 23. 50 |
| Jacket pressers | ----- | 25. 00 |
| Underpressers | ----- | 18. 00 |
| Skirt pressers | ----- | 23. 00 |
| Skirt underpressers | ----- | 18. 00 |
| Part pressers | ----- | 15. 50 |
| Reefer pressers | { Subject to investigation. } | 18. 00 |
| Reefer underpressers | { See section 6 of report. } | 14. 00 |
| Sample makers | ----- | 22. 00 |
| Sample skirt makers | ----- | 22. 00 |
| Skirt basters | ----- | 15. 00 |
| Skirt finishers | ----- | 11. 00 |
| Buttonhole makers, class A, a minimum of \$1.30 per 100 buttonholes. Class B, a minimum of 90 cents per 100 buttonholes. | | |

As to piecework, the price to be paid is to be agreed upon by a committee of the employees in each shop and their employer. The chairman of said price committee of the employees shall act as the representative of the employees in their dealings with the employer.

The weekly hours of labor shall consist of 50 hours in 6 working days, to wit, 9 hours on all days except the sixth day, which shall consist of 5 hours only.

Eleventh. No overtime work shall be permitted between the 15th day of November and the 15th day of January or during the months of June and July, except upon samples.

Twelfth. No overtime work shall be permitted on Saturdays except to workers not working on Saturdays, nor on any day for more than two and one-half hours, nor before 8 a. m. nor after 8.30 p. m.

Thirteenth. For overtime work all week workers shall receive double the usual pay.

Fourteenth. Each member of the manufacturers is to maintain a union shop, a "union shop" being understood to refer to a shop where union standards as to working conditions, hours of labor, and rates of wages as herein stipulated prevail, and where, when hiring help, union men are preferred, it being recognized that, since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one union man and another, and shall not be confined to any list, nor bound to follow any prescribed order whatever.

It is further understood that all existing agreements and obligations of the employer, including those to present employees, shall be respected; the manufacturers, however, declare their belief in the union, and that all who desire its benefits should share in its burdens.

Fifteenth. The parties hereby establish a joint board of sanitary control, to consist of seven members, composed of two nominees of the manufacturers, two nominees of the unions, and three who are to represent the public, the latter to be named by Meyer London, esq., and Julius Henry Cohen, esq., and in the event of their inability to agree, by Louis Marshall, esq.

Council to Continue Its Investigations.

V. This council has been requested by the mayor to continue as a commission to investigate thoroughly the fundamental problems of regularization, standards of wages, and enforcement of standards throughout the industry, of trade education, and a more thorough organization of the industry, and on the basis of such investigation it shall submit a constructive policy to both organizations.

VI. Wages.

1. As a temporary arrangement until a maturer study of the industry shall lead to a final adjustment, the standard observed for pieceworkers in fixing piecework rates shall be at the rate of 70 cents an hour for each hour of continuous work for operators and piece tailors, and 50 cents an hour for each hour of continuous work for finishers, taking the worker of average skill as the basis of computation, and making no allowance for idleness.

Piece prices shall be settled between the employer and a price committee. If the parties can not agree, they shall call in price adjusters furnished by both sides.

Wages for week workers shall be as follows:

| | |
|--------------------------------|----------|
| For cutters..... | \$27. 50 |
| For skirt cutters..... | 23. 50 |
| For jacket upper pressers..... | 25. 00 |
| Skirt upper pressers..... | 23. 00 |
| Skirt under pressers..... | 18. 00 |
| Jacket under pressers..... | 21. 00 |
| Sample tailors..... | 23. 00 |
| Skirt basters..... | 15. 00 |
| Part pressers..... | 15. 50 |
| Canvas cutters..... | 13. 00 |

Skirt finishers, \$11, provided each department be permitted to have one learner to six finishers.

Reefer pressers and under pressers to be paid as other pressers providing the unions prove their contention that such wages have been paid outside of the association houses.

Piece prices for buttonhole makers: Class A, \$1.30 per hundred buttonholes; class B, 90 cents per hundred.

VII. For determination by arbitration.

That the following questions shall be submitted to the arbitration of this council, their decision to be rendered within 30 days, and to be accepted as final and binding:

(a) Whether the pressers and pieceworkers shall during eight weeks in each season be permitted to work overtime on Saturdays until 4 o'clock.

(b) What legal holidays shall be observed in the cloak, suit, and skirt industry, and under what conditions they shall be observed.

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VIII. It is distinctly understood that there shall be no shop strike nor general strike, nor individual nor general lockout during the term of this agreement.

IX. The union and the association, with the assistance of the council, will, as soon as practicable, create a joint board of supervision and enforcement of standards throughout the industry.

X. Since the council will continue in existence for study and constructive recommendations, it will be available whenever the parties desire to consult with it, and if either organization feels aggrieved against the other such organization may address the council upon the subject, and the council will do the best it can to assist.

Finally, since peace in industry, as in families and among States, is the offspring of good will, and since no peace can be sound or enduring that is not based on this indispensable prerequisite, it is agreed that the leaders on both sides shall exert their utmost endeavors to create a spirit of mutual good will among the members of their respective organizations, such good will taking the specific form of a disposition to recognize the inherent difficulties which each side has to meet—a spirit of large patience under strain, and withal, a belief in the better elements which exist in human nature, be it among employers or wage earners, and the faith that an appeal to these elements will always produce beneficent results. These recommendations, when accepted by both parties, shall constitute the agreement between them.

This agreement to enter into force on the date hereof and to continue for the period of two years, and thereafter for like periods of two years, unless terminated by either party on two months' notice.

Any modification of the terms of the agreement, requested by either party, shall be presented to the other at least two months before the termination of any period.

COMPULSORY ARBITRATION IN DENMARK.

Denmark stands alone among European countries as having a limited compulsory arbitration law, recognizing about the same principles of State interference in the settlement of labor disputes as do the arbitration laws of Australia. The permanent arbitration court was established by the law of April 12, 1910. It consists of 12 members (6 associates and their alternates), a president, a vice president, and a secretary. Three associates and their alternates are elected annually by the Association of Danish Employers and Masters (*Dansk Arbejdsgiver-og Mesterforening*); the other three and their alternates are chosen by the Danish Federation of Labor (*De Samvirkende Fagforbund*), as long as these organizations represent the majority of employers and workmen on either side, and when they cease to do so, steps are to be taken for a change in the law. The associate justices select a president and vice president, while the Minister of the Interior appoints the secretary.

The court may be cited by either of the above organizations in the cases following: (1) When an employers' association acts in violation of an agreement with the labor organization; (2) when by one or more members of an employers' association an act is committed which violates an agreement entered into by the association

whereby the rights of the workmen's association or of any of its members are infringed; (3) or, conversely, when a labor organization or any of its members violate an agreement entered into with an employers' association; (4) when a contract between a single firm and a labor organization has been violated by either party; (5) when an employers' association or any of its members give notice to a trade-union or its members of an intended lockout, and the trade-union claims such lockout is a violation of contract; (6) likewise when the legality of a proposed strike is at issue, and (7) when other disputes between an employers' organization and a workmen's organization or disputes between firms and individuals arise, provided the parties agree on such reference, either in general cases or in the specific one at issue.

Fines may be imposed on any parties who violate the terms of a trade agreement, who refuse to comply with an arbitration award, or who refuse to refer a case to arbitration when such reference has been previously agreed upon.

The records and proceedings of the court conform to those of the other courts of the country. Witnesses may be summoned who are bound to appear and to testify under oath. The judgments of the court are enforceable like those of any other court.

Since the organization of the court, in 1910, 136 cases have been decided by it. During the two years 1913 and 1914, 48 cases (24 in each year) were referred to the court for decision. As reported in a recent issue of the British Board of Trade Labor Gazette (July, 1915, p. 240), during these same years 31 proceedings were begun by employers' associations or individual employers and 17 by trade-unions. Eight cases were settled by the parties before final proceedings were had, 4 were dropped, and 1 was postponed.

During the same two years the largest number of disputes occurred in the building trades, where 22 cases were represented; transportation and the woodworking trades came next, with 7 and 5 cases each.

The question at issue in 20 cases turned upon the matter of strikes and lockouts; interpretation of agreements or awards in 17 cases; alleged boycotts, 5; working conditions, 2; wages, 1; blacklisting or dismissal, 1; employment of nonunionists and noncompliance with the award of the court, 1.

Fines were imposed during 1913 and 1914 in 15 cases amounting to approximately \$1,207. The total costs involved in the settlement of the 48 cases during the same two years amounted to \$1,217, of which \$282 were assessed upon employers alone, \$662 upon trade-unions alone, \$229 upon both employers and trade-unions in equal amounts, while \$44 were assessed upon both parties unequally.

EMPLOYMENT IN VARIOUS COUNTRIES.**GERMANY, MAY, 1915.¹**

The journal of the imperial labor office reports for May on the condition of the labor market as follows:

For the majority of industries business conditions were entirely satisfactory during May. This is especially applicable to establishments which directly or indirectly were engaged in the manufacture of war materials. Several of these establishments were compelled to strain all their forces to fill these orders; they had to work overtime, and operated with two and three shifts. Generally speaking, no essential change has taken place as compared with the preceding month; it is, however, a noteworthy fact that throughout the Empire unemployment among female workers has considerably decreased.

According to reports from individual concerns and from manufacturers' associations the favorable business conditions in the mining industry have remained unchanged. In the iron and machine industry business was as brisk as during the preceding month; the same may be said of the electrical industry, in so far as it is engaged in the manufacture of war materials, for which large orders have been placed. Conditions were equally satisfactory in the textile industry, with the exception of certain special branches, such as the silk industry. Conditions in several other industries, such as the chemical and woodworking industries, were less favorable. Among the industries which report prosperous conditions should be mentioned several branches of the food-products industry, as, for instance, beer brewing and cigar manufacture. In the building trades, conditions in which were unsatisfactory even before the outbreak of the war, and were made worse by its occurrence, some improvement was reported in certain cities during the current month, due to increased public building activity; this improvement is indicated in the increased number employed in that trade.

RETURNS FROM EMPLOYERS.

Returns from 334 employers of labor showed 283,976 workmen employed, as compared with 345,735 during the corresponding month of 1914, being a decrease of 17.86 per cent. This decrease is explained as due to the withdrawal of men to the army.

The relative decrease in numbers employed in different industries in May, 1915, as compared with May, 1914, was as follows:

| | Per cent. |
|--|-------------------|
| Mining and smelting..... | 18.83 |
| Iron and steel, and metal industry..... | 22.38 |
| Machine industry..... | 9.06 |
| Electrical industry..... | 22.50 |
| Chemical industry..... | 29.54 |
| Textile industry..... | 2.58 |
| Woodworking and carving..... | 38.67 |
| Food products..... | ² 1.56 |
| Clothing industry..... | 14.86 |
| Glass and porcelain industry..... | 39.00 |
| Paper-making and printing industry..... | 32.07 |
| Miscellaneous, including building materials and navigation.. | 52.12 |

¹ Reichsarbeitsblatt, Hrsg. von. K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin. June, 1915.

² Increase.

RETURNS FROM SICKNESS INSURANCE SOCIETIES.

Monthly returns of the membership of local sick relief funds are obtained by the imperial office of labor statistics. These returns are in a way a measure of the amount of employment existing in any month, as the sickness insurance law requires practically all wage earners to enroll on a sick register, exempting them only if out of employment. Returns of the sick funds show that the male membership, compared with last month, has decreased 1.41 per cent, while the female membership has increased 0.92 per cent; the total number of employed members of both sexes decreased by 36,341, or 0.44 per cent. This small decrease was due largely to the calling in of the last reserve (*Landsturm*) of the army.

RETURNS FROM TRADE-UNIONS.

Thirty-five trade-unions sent in returns as to the ratio of unemployment among their members on May 31. These had a membership of 1,097,279, although the information compiled pertained to only 1,033,475. Since the outbreak of the war the ratio of the unemployed to total membership reported stands thus:

| | Per cent. |
|-----------------------|-----------|
| August, 1914 | 22.4 |
| September, 1914 | 15.7 |
| October, 1914 | 10.9 |
| November, 1914 | 8.2 |
| December, 1914 | 7.2 |
| January, 1915 | 6.5 |
| February, 1915 | 5.1 |
| March, 1915 | 3.3 |
| April, 1915 | 2.9 |
| May, 1915 | 2.9 |

The percentage of unemployed in the six largest Social-Democratic trade-unions appears as follows:

PER CENT UNEMPLOYED AT END OF EACH MONTH IN THE SIX LEADING SOCIAL-DEMOCRATIC TRADE-UNIONS IN GERMANY, AUGUST, 1914, AND JANUARY TO MAY, 1915.

| Trade-unions. | Member- ship May 31, 1915. | 1914 | 1915 | | | | |
|-----------------------------|-------------------------------------|------|------|------|------|------|------|
| | | Aug. | Jan. | Feb. | Mar. | Apr. | May. |
| Metal workers..... | 287,640 | 21.5 | 3.0 | 2.3 | 1.8 | 1.7 | 1.5 |
| Factory workers..... | 108,289 | 16.3 | 4.8 | 3.9 | 2.5 | 1.5 | 1.1 |
| Building trades..... | 108,169 | 16.4 | 13.9 | 11.5 | 7.3 | 2.8 | 2.3 |
| Transportation workers..... | 97,971 | 10.8 | 3.9 | 2.9 | 1.4 | 1.3 | 1.3 |
| Woodworkers..... | 92,472 | 33.0 | 13.4 | 9.6 | 6.5 | 5.6 | 4.8 |
| Textile workers..... | 83,406 | 28.2 | 5.3 | 5.1 | 4.1 | 4.8 | 5.5 |

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RETURNS FROM LABOR EXCHANGES.

Of the 1,130 exchanges in Germany regularly in touch with the labor office, reports as to adjustments in employment were received from 896 exchanges. Compared with reports from the same exchanges for the corresponding month (May) of the preceding year, there was a decline in the number of applicants for positions of 181,000 in round numbers. For every 100 situations registered as vacant, the number of applicants during each of the indicated months stood as follows:

| | Males. | Females. |
|------------------|--------|----------|
| May, 1914..... | 172 | 100 |
| April, 1915..... | 100 | 165 |
| May, 1915..... | 99 | 158 |

GREAT BRITAIN, JUNE, 1915.¹

Conditions in the labor market in Great Britain are the subject of monthly reports by the board of trade in its Labor Gazette. An active demand for labor in June is reported in many industries. The increased substitution of female for male labor continues. There are fewer persons employed in the textile, glass, pottery, and brick trades, but the earnings of the employees are higher than a year ago.

Besides the reports furnished by the board of trade, the reports of the number registered for benefits in the unemployment funds, reports from employers, and reports from labor exchanges show the approximate state of employment. The following tables are selected from the usual statistics compiled monthly from the January to the June issue of the Labor Gazette for 1914 and 1915.

UNEMPLOYMENT IN TRADE-UNIONS.

Reports as to unemployment during the month of June, 1915, were received from trade-unions having an aggregate net membership of 921,825, of which number 8,945 (or 1 per cent) were unemployed.

The following comparative table for the years 1914 and 1915 is presented:

¹ British Board of Trade Labor Gazette, July, 1915.

PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN EACH MONTH FROM JANUARY TO JUNE, INCLUSIVE, 1914 AND 1915.

[Source: Board of Trade Labor Gazette, London.]

| Unions. | January. | | February. | | March. | | April. | | May. | | June. | |
|-----------------------------------|----------|---------|-----------|---------|--------|---------|--------|---------|------|---------|-------|---------|
| | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 |
| Building ¹ | 6.3 | 2.2 | 5.9 | 2.6 | 5.1 | 2.7 | 3.4 | 2.8 | 2.7 | 3.2 | 2.9 | 2.7 |
| Coal mining..... | .6 | .9 | .5 | .9 | .5 | .3 | .5 | .2 | .5 | .1 | .5 | .1 |
| Iron and steel..... | 3.7 | 2.1 | 4.0 | 2.2 | 2.9 | 1.6 | 4.8 | 2.2 | 5.4 | 1.9 | 5.5 | 1.4 |
| Engineering..... | 2.4 | 1.0 | 2.4 | .7 | 2.4 | .6 | 2.5 | .5 | 2.7 | .6 | 3.0 | .6 |
| Shipbuilding..... | 2.8 | .7 | 2.2 | .8 | 1.9 | .6 | 2.4 | .6 | 3.9 | .5 | 4.4 | .4 |
| Miscellaneous metal..... | 1.7 | 1.1 | 1.6 | .8 | 1.6 | .6 | 1.5 | .4 | 1.3 | .4 | 1.5 | .3 |
| Textiles: | | | | | | | | | | | | |
| Cotton..... | 2.0 | 3.0 | 2.1 | 2.2 | 2.3 | 2.5 | 2.0 | 2.5 | 2.1 | 2.7 | 2.2 | 1.6 |
| Woolen and worsted... | 3.8 | 1.7 | 2.5 | .9 | 2.6 | .7 | 2.7 | 1.1 | 2.6 | 2.8 | 5.1 | 1.1 |
| Other..... | 1.8 | 3.9 | 1.7 | 2.2 | 1.6 | 1.1 | 1.4 | .9 | 1.8 | .8 | 1.2 | .7 |
| Printing, bookbinding, paper..... | 3.7 | 5.0 | 3.1 | 4.2 | 2.8 | 3.7 | 3.1 | 3.4 | 3.2 | 3.6 | 3.2 | 2.4 |
| Furniture..... | 3.4 | { 7.4 } | 2.6 | { 6.5 } | 1.7 | { 4.6 } | 1.7 | { 3.9 } | 1.7 | { 3.0 } | 2.0 | { 3.0 } |
| Woodworking..... | | { 1.9 } | | { 1.6 } | | { 1.1 } | | { 1.0 } | | { .8 } | | { .8 } |
| Clothing..... | 2.4 | .7 | 2.2 | .7 | 2.2 | .5 | 2.1 | .3 | 1.6 | .3 | 1.7 | .2 |
| Leather..... | 6.7 | 1.8 | 6.0 | 1.3 | 7.0 | 1.3 | 6.7 | .7 | 5.0 | .8 | 4.7 | .4 |
| Glass..... | .5 | 1.8 | .5 | 2.0 | .4 | 2.3 | .5 | 2.2 | 1.1 | 2.3 | .5 | 2.5 |
| Pottery..... | .8 | 1.3 | .6 | .5 | .7 | .5 | .9 | .2 | .7 | .1 | .8 | .2 |
| Tobacco..... | 2.3 | 4.9 | 2.9 | 3.7 | 3.6 | 3.6 | 4.0 | 2.8 | 4.1 | 2.4 | 3.6 | 3.0 |
| Total..... | 2.6 | 1.9 | 2.3 | 1.6 | 2.2 | 1.3 | 2.1 | 1.2 | 2.3 | 1.2 | 2.4 | 1.0 |

¹ Returns relate mainly to carpenters and plumbers.

UNEMPLOYMENT AMONG INSURED PERSONS.

The percentage of insured persons under the Unemployment Insurance Act of 1911 reported unemployed at the close of June, 1915, was 0.9 per cent compared with 3.5 per cent at the close of the same month in 1914. These returns were based on reports from 2,077,725 insured persons exclusive of those serving in the military forces.

The table which follows shows the percentage of unemployment among insured persons at the close of each of the months, January to June, 1915, compared with the corresponding per cent for the same months in the year preceding.

PER CENT OF UNEMPLOYMENT IN THE INSURED TRADES AT THE END OF EACH MONTH, JANUARY TO JUNE, 1914 AND 1915.

[Source: Board of Trade Labor Gazette, London, 1914-15.]

| Industry. | January. | | February. | | March. | | April. | | May. | | June. | |
|------------------------------------|----------|------|-----------|------|--------|------|--------|------|------|------|-------|------|
| | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 | 1914 | 1915 |
| Building..... | 8.6 | 4.5 | 6.3 | 3.5 | 4.6 | 2.2 | 3.8 | 1.7 | 3.5 | 1.4 | 3.8 | 1.4 |
| Engineering and iron founding..... | 3.1 | 1.0 | 3.2 | .9 | 3.0 | .7 | 3.1 | .7 | 3.1 | .5 | 3.3 | .5 |
| Shipbuilding..... | 4.0 | 1.2 | 3.7 | 1.1 | 3.5 | .9 | 3.2 | .9 | 4.0 | .7 | 4.1 | .7 |
| Vehicle construction..... | 2.8 | 1.8 | 2.6 | 1.4 | 2.5 | 1.0 | 2.5 | .8 | 2.4 | .5 | 2.6 | .5 |
| Sawmilling..... | 4.0 | 1.4 | 4.0 | 1.5 | 3.5 | 1.4 | 3.8 | 1.4 | 3.7 | 1.2 | 3.6 | .9 |
| Not specified..... | 2.0 | .9 | 2.0 | .7 | 1.7 | .6 | 1.9 | .4 | 1.6 | .4 | 1.6 | .3 |
| Total..... | 5.5 | 2.6 | 4.4 | 2.0 | 3.6 | 1.4 | 3.3 | 1.1 | 3.2 | .9 | 3.5 | .9 |

REPORTS FROM LABOR EXCHANGES.

Reports were received showing the operations of 402 exchanges during the four weeks ending June 11, 1915. The following table shows the aggregate applications for positions, vacancies reported and vacancies filled during the same period, as compared with a similar four-week period ending May 14 next preceding.

OPERATIONS OF THE LABOR EXCHANGES, MAY AND JUNE, 1915.

| | Four weeks ending— | |
|--|--------------------|-------------------|
| | May 14, 1915. | June 11, 1915. |
| Number of registrations for work..... | 231,502 | 225,749 |
| Number of vacancies reported..... | 144,219 | 135,327 |
| Number of vacancies filled..... | 100,065 | 95,580 |
| Applications per 100 vacancies filled..... | 231.4 | 236.2 |
| Vacancies reported per 100 positions filled..... | 144.1 | 141.6 |

SWISS FACTORY LAW.¹

The former Swiss factory act of 1877, amended 1905, has been recently repealed and superseded by a new act which is in reality in the nature of an industrial code, including as it does regulations defining and limiting the contract of employment, provisions concerning the payment of wages, apprenticeship, hygiene and safety, hours of labor, employment of women and children, and the settlement of labor disputes.

HEALTH AND SAFETY OF EMPLOYEES.

The provisions of the law under this head are very general. The Federal Government merely prescribes that workrooms, machinery, and tools shall be so maintained as to secure healthful and safe conditions of work for the employees; and to secure these ends factory rules and regulations may be enforced by the cantonal governments. In the drafting of factory rules hearing must be granted to the workmen, and the period of stay for holding such hearings before enforcement of the rules must be at least two weeks, though not in excess of eight weeks. These rules and regulations must then be notified to the local authorities for sanction, and then properly posted in the workroom; thereafter these rules become a part of the contract of employment.

PAYMENT OF WAGES.

Wages are required to be paid every two weeks, or some shorter interval, on a regular workday, at the place of work, and in specie.

¹ Bundesgesetz betreffend die Arbeit in den Fabriken. Vom. 18. Juni 1914. (Eidgenössische Gesetzsammlung. No. 52, 1914.)

Deductions for defective work or spoiled material are permitted, though not in excess of the actual cost thereof. The proceedings in the ordinary tribunals for the settlement of disputes involving the wage contract are free of cost.

HOURS OF LABOR.

The new law reduces the length of the working-day in factories and workshops from 11 to 10 hours; the limit of 9 hours on Saturday and on days before holidays is retained. These restrictions apply to all employees irrespective of sex or age. Nor may this provision of the law be evaded by giving out work to be done at home, or by doing voluntary work in the factories after the prescribed hours.

Under certain exceptions the workday may be extended, but not as a rule in excess of 2 hours a day, nor for more than 80 days in a year. For such overtime work the employer must pay time and one-quarter.

NIGHT WORK AND SUNDAY WORK.

Night work and Sunday work is generally prohibited, although it is allowed exceptionally, but under stricter control than formerly; thus night work and Sunday work is restricted to 10 hours in every 24, and special authorization must be obtained to permit such work; furthermore, the Federal Council must designate those industries in which permanent night work and Sunday work is deemed absolutely necessary. In establishments so designated a weekly rest day must be granted to the workmen, including every alternate Sunday; and night shifts must alternate with day shifts every 14 days at least.

EMPLOYMENT OF WOMEN.

The provision of the former law is followed prohibiting night-work and Sunday labor to women, while the Federal Council may prescribe those industries where all employment of women is prohibited. Henceforth women must be granted a night's rest of at least 11 consecutive hours, including the period from 10 p. m. to 5 a. m. This period, however, may be exceptionally reduced to 10 hours, but not generally for more than 60 days in the year; yet, when the working of perishable materials is involved, the exception may be extended for 140 days in the year. The new law provides for the exclusion of women from work in factories for 6 weeks following confinement, which period may, however, be extended to 8 weeks.

EMPLOYMENT OF CHILDREN.

The minimum age of employment of 14 years is retained in the new law. A new provision is added requiring that children under 16 years shall not be employed where the normal hours of labor are exceeded, while the Federal Council may further designate occupations at which young persons under 16 may not be employed at all. For children under 16 who are still attending to their religious instruction and schooling, the daily hours of such attendance, together with their hours of labor in the factory, must not exceed the prescribed maximum of 10 hours.

CONCILIATION BOARDS.

For the friendly settlement of disputes, without waiving the rights of the employer and employee to establish voluntary boards, the new law provides for the appointment of permanent cantonal conciliation boards. These boards may intervene in a dispute either on their own initiative, or on the request either of the parties concerned or of the local authorities. The boards have the right to compel the attendance of witnesses and to conduct investigations under oath. These conciliation boards are established for settling disputes only in private industries, while a special permanent committee entitled "the Government workshops committee" is appointed to inquire into the claims of labor in Government workshops and departments. The functions of this last-named committee are purely advisory, the power of action lying wholly with the Federal Council. The Government workshops committee has, however, no authority in connection with the Federal railroad system. These conciliation boards and the permanent Government committee recognize in their membership the principle of the dual representation of the employer and employee.

ADMINISTRATION.

The immediate administration of the law is decentralized and rests with the cantonal governments, but is subject to general supervision by the Federal Council and the Federal board of inspectors. The Federal Council may appoint functional inspectors for special industries or kinds of inspection. There is created an advisory council consisting of specialists and of representatives of the employers and employees, in equal number, to advise the Federal Council in the drafting of rules and regulations for the enforcement of the law.

Contraventions of the law are punishable by fines ranging from 5 to 50 francs (96.5 cents to \$9.65) for ordinary infractions up to as high as 500 francs (\$96.50) with three months' imprisonment in aggravated cases.

PROTECTION OF WORKMEN IN FINLAND.¹

The Finnish Diet passed a general law for the protection of factory workmen on April 4, 1914,² which almost entirely repeals the former law of April 15, 1889, the scope of which was limited practically to the prevention of accidents. The law goes into effect January 1, 1916.

The new law is broad in its scope and is applicable to a large group of industries where there are employed others than the members of the family of the employer. Four groups of industrial undertakings are included:

(1) Factories and handworking trades, regardless of location, whether in city or country districts.

(2) Building operations on a larger scale (i. e., of churches, factories, etc., and dwelling houses of over one story).

(3) Building work in connection with railroads, street railways, canals, harbors, and bridges of and over a certain size.

(4) Agricultural work where machines driven by natural power are used. The law is made applicable to Government and municipal work, which would otherwise be within the scope of the law.

The law contains the usual provisions providing for adequate ventilation, lighting, and heating of work places; the providing of fire escapes, guards upon all dangerous machinery, the use of belt shifters, etc. Each workman is to be provided with at least 10 cubic meters (353.14 cubic feet) of air space while at work, but factories have two years in which to comply with this provision.

Among the new provisions in the law not found in the former legislation is one which provides that the labor inspector may require suitable rooms for workmen where they may take their meals, and may require the installation of lavatories, etc. Lunch rooms, wherever established, must be maintained at a suitable temperature, as well as being kept well ventilated and clean.

The law is drawn in somewhat general terms and provides (section 17) that the Imperial Senate shall draw up a list of industries and trades considered especially dangerous, and shall issue special regulations for such industries and trades; it may also make rules defining the application of the law to the various classes of industry, so as to provide for the proper protection of employees. This section is apparently somewhat broad in its provision, but it is nevertheless questionable whether it permits the Imperial Senate to regulate, for instance, the hours of labor of adults and children, or in

¹ Arbetsstatistik Tidskrift, utgifven af Industristyrelsen i Finland. Helsingfors, 1915, No. 2, pp. 83-92.

² Nädlig Förordning angående Skydd mot Yrkesfara.

any other way to define the condition under which women and children may be employed.

Infractions of the law are punishable by fines. No minimum is set, but a maximum of 2,000 marks (\$386) is fixed. This is perhaps a defect in the law, inasmuch as the courts might very probably, if so inclined, impose only nominal fines. There is, perhaps, another loophole in the law, contained in a provision which would seem to shift blame from the employer to his agent, the provision reading as follows: "Should any representative of an employer be guilty of such a contravention without any fault attaching to the employer himself, the representative of the employer alone shall be punished."

It has been estimated that the number of establishments subject to inspection under the new law as compared with the act of 1889 will increase from approximately 13,000 to 15,000.¹ Mr. G. R. Snellman, the director of what is practically equivalent to an office or bureau of labor, is responsible for this estimate, and is of the opinion that it will be necessary to increase the present inspectorial force from 2 to 8, to provide for the additional supervision which will be required under this new law.

INDUSTRIAL HYGIENE.

To those who are interested in industrial hygiene, the subject of a new series of monographs by the Institute of Industrial Hygiene in Frankfort (*Institut für Gewerbehygiene*) may be informative.²

The first monograph³ is a series of medical bulletins, prepared and published under the direction of the association of factory physicians of the German chemical industry, and indicates the characteristics of certain diseases resulting from industrial poisoning, briefly describing their occurrence, their appearance, symptoms, diagnosis, treatment, and prevention. It is explained that it has been issued as an aid to physicians who may be called upon to practice under the Industrial Code, which since 1911 has extended to industrial employees the right to accident compensation for injuries resulting from industrial poisoning.

The industrial poisons covered are: Lead poisoning, phosphorus poisoning, arsenic poisoning, quicksilver poisoning, poisoning from benzol and its derivatives, chromium poisoning, poisoning resulting from the breathing of carbonoxychlorid fumes, and from the handling of poisons used in the dyeing industry, and in making aniline

¹ Arbetsstatistik Tidskrift, utgifven af Industristyrelsen i Finland. Helsingfors, 1915, No. 2, p. 92.

² Schriften aus dem Gesamtgebiet der Gewerbehygiene. Herausgegeben vom Institute für Gewerbehygiene in Frankfurt a. M. Neue Folge, Berlin, 1913-14. Heft 1-4.

³ Ärztliche Merkblätter über berufliche Vergiftungen. Aufgestellt und veröffentlicht von der Konferenz der Fabrikärzte der deutschen chemischen Grossindustrie. Berlin, 1913, 32 pp.

dyes. There are also two bulletins on the relation of the physician and the workingman and the need of medical inspection and investigation in the interest of the workingman.

The second monograph¹ treats of the significance of the chromates for the health of workmen, and is prepared by Dr. Lehmann, director of the hygienic laboratory of the University of Wurzburg and president of the board of directors of the Imperial Museum of Safety at Charlottenberg. It is a volume of 119 pages, and contains 11 cuts. It is a summary of previous investigations on the effect of the absorption of chromate into the human system, and contains also original investigations of the author, experiments in the feeding of chromates in small doses to cats, dogs, and rabbits. There is likewise presented the result of a medical statistical investigation of a large dye factory. The following is translated from his conclusions:

During the last decade industrial diseases caused by chromates have considerably decreased in German factories making chromium preparations, a decrease due chiefly perhaps to the imperial safety regulations.

The majority of the establishments disclose favorable conditions as to the number of days of sickness lost on account of both internal and external diseases; but some establishments form an exception. It may be safely asserted that to-day the drying of sodium bichromate, i. e., the manipulation of the dry material, is primarily responsible for injuries to the health of the workmen.

The evaporation of acid-chromate solutions is to-day carried on so carefully in closed apparatus or beneath suction hoods that danger to health is slight. Some harm is inherent in molten masses which contain monochromates if there is a chance for its pulverization. The reworking of monochromate is to be considered in the same light as its original manufacture.

Where all these dangers are being avoided, work with chromates, and especially with bichromates, may be performed without danger to the health of the workmen. In instances where bichromate is still being finely diffused into the air diseases of the respiratory organs and influenza occur frequently, and in a less measure intestinal diseases also occur. Acute, though quite curable, diseases frequently arise. Thus in experiments with animals bronchitis may be easily produced by the inhalation of small particles of chromium. Workmen in chromate factories, however, it appears, do not cough while employed; they have a good complexion and are well nourished—in many instances they may be distinguished by their fresh complexion from aniline workers, who are rather pale. Several cases of chromasthma have been, however, already described.

Neither in establishments manufacturing chromates nor in chromate tanneries have I found any general disease, especially kidney diseases, due to chromate poisoning; nor does the literature on the subject contain convincing cases of kidney diseases, due thereto. This agrees with the fact that the small quantities of chromates, which even in an orderly managed factory workmen may inhale through the nose or mouth, are so insignificant that they do not generate kidney diseases, even in animals. In the literature cases are also lacking to show that kidney diseases have occurred in the therapeutic administration to men of bichromate in doses of from 10 to 40 mg. per day. If large doses, of

¹ Die Bedeutung der Chromate für die Gesundheit der Arbeiter. Kritische und experimentelle Untersuchungen von Professor Dr. K. B. Lehmann. Berlin, 1914. 119 p.

chromates are being fed, acute disease of the kidneys, which at first affects the epithelium, may easily be produced. Repeated administrations of small quantities of chromates, even if injected subcutaneously, as a rule do not produce any kidney diseases. In my numerous experiments in feeding bichromates, disturbances of the kidneys traceable with certainty to chromium were caused in a few instances only, although the doses fed were relatively large. For periods, varying between three months and two years in most instances the animals used in the experiments could stand, surprisingly well, gradually increasing doses of bichromates of medium strength.

Now and then serious burns are caused by hot, caustic solutions of chromates, as, for instance, in the handling of molten metals, strong acids, etc. Chrome ulceration of the skin is to be considered as a rare and light industrial disease, and avoidable to a large extent; chrome eczema, like eczemas from other causes, may become very troublesome and require a change of occupation. It has, however, become very rare.

Perforation of the cartilaginous septum of the nose is still unavoidable in some factories, while in others it no longer occurs. It represents a process which to-day as a rule takes a slow course without pains worth mentioning, and leaves no serious permanent injury, and, therefore, should not be considered as a reason for exemption from military service. Whenever frequent and speedy perforation of the cartilaginous septum of the nose occurs, it may be concluded that bronchitis and diseases of the duodenum will also be increased.

Nasal ulcers and perforation of the cartilaginous septum of the nose may easily be generated in cats by the spraying of bichromate solutions; the theory that irritating the nose with the finger has some influence in causing ulcers and perforation is not worthy of general consideration. The localization of the ulcer and the perforation may be explained by the fact that the entering air current bounds against the cartilaginous septum and deposits its chromate contents, that the locality hit by the air current is badly protected by cylinder epithelium, and that the cartilage is without vessels.

By careful observance of the German imperial safety regulations, by the increasing supplanting in the chromate industry of machinery for human labor, by the introduction and faithful use of up-to-date ventilating appliances, which may be easily installed, by educating the workmen to strict cleanliness, and by frequent supervision of the observance by the workmen of the safety regulations—by all these means—the frequent light diseases caused by chromates, which statistics show to exist in individual factories, may, even where such measures have so far not been taken, be lessened to a considerable degree.

The third monograph¹ is a food study of a limited number of workingmen's families by Alfred Gigon, of the University of Basel. The study included 8 persons, varying in age from 18 to 50 years; it covered a period of 62 days, and the subjects ate as their desires led them. The study was undertaken for the purpose of ascertaining by actual analysis the food consumed and its cost, and the possibility of reducing the workman's cost of living.

Before summarizing his own investigations, the author presents a very useful table to show the results of similar food studies by other investigators. This is here presented:

¹ Die Arbeiterkost nach Untersuchungen über die Ernährung Basler Arbeiter bei freigewählter Kost, von Dr. Alfred Gigon. Berlin, 1914. 54 pp.

NUTRIENTS AND ENERGY CONTAINED IN THE FOOD OF WORKMEN IN VARIOUS COUNTRIES ACCORDING TO SEVERAL INVESTIGATORS.

| Investigators, year of investigation, locality, and persons investigated. | Protein. | Fat. | Carbohydrates and alcohol. | Calories. |
|---|---------------|---------------|----------------------------|-------------|
| | <i>Grams.</i> | <i>Grams.</i> | | |
| Voit, 1877—Munich: Workman at moderate work..... | 118 | 56 | 500 | 3,054 |
| Voit, 1881—Munich: Workman at hard work..... | 135 | 80 | 500 | 3,347.5 |
| Forster, 1873—Munich: Workman..... | 131.9 | 81.5 | 457.4 | 3,174.1 |
| Erisman, 1889—Russia: Factory worker..... | 131.8 | 79.7 | 583.8 | 3,675.2 |
| Hultgren, Landergren, 1891—Sweden: Workman at moderate work..... | 134.4 | 79.4 | 522 | 3,436 |
| Workman at hard work..... | 188.6 | 110.1 | 714.4 | 4,726.2 |
| Atwater, 1896—America: Workman at moderate work..... | 150 | 150 | 500 | 4,060 |
| Workman at hard work..... | 175 | 250 | 650 | 5,705 |
| Gautier, 1904—Paris: Grown person in absolute repose..... | 102.1 | 56.5 | 400.4 | 2,585.7 |
| Grown person in relative repose..... | 80 | 50 | 250-300 | 1,818-2,083 |
| Workman at hard work..... | 107.2 | 64.5 | 407.5 | 2,711 |
| König, 1904—Germany: Repose and moderate work..... | 152 | 85 | 630 | 3,884 |
| Medium hard work..... | 100 | 50 | 400 | 2,515 |
| Hard work..... | 120 | 60 | 500 | 3,100 |
| Sundstrom, 1907—Finland: Urban workmen— (a) At moderate work..... | 140 | 100 | 450 | 3,344 |
| (b) At hard work..... | 124 | 105 | 380 | 3,011 |
| Slosse and Waxweiler, 1910—Belgium: Moderately hard work..... | 167 | 153 | 554 | 4,378 |
| Albertoni and Rossi—Italy: Farmer in the Abruzzi..... | 104.6 | 105.8 | 392.8 | 3,023 |
| Inaba, 1912—Japan: Workman weighing 55-60 kilograms..... | 72.8 | 53.3 | 450 | 2,746.4 |
| Kreis, 1908—Basel: Prison food..... | 90-95 | 16 | 560-600 | 2,800-3,000 |
| Gigon, 1914—Basel: Workman..... | 137.3 | 77.3 | 631.3 | 3,870 |
| | 106.7 | 94.2 | 450 | 3,157.6 |

Based on the data presented in this table, and on his own investigations, the author accepts as the normal nutritive content of the diet of a European workman engaged in moderately hard work the following standards:

(1) Protein: 90 to 110 grams, 50 per cent to be from animal food; or 110 to 130 grams if only one-third of the protein comes from animal food.

(2) Fat: 60 to 80 grams if the food contains 500 to 550 grams carbohydrates; or 80 to 100 grams if the food contains only 500 to 500 grams carbohydrates.

(3) The heat content of the food should be 2,900 to 3,300 calories.

No fixed form should be prescribed for the food taken because persons differ so much from one another in their capacity to assimilate certain foods, in their physical condition, etc.

The lower figures given in the standard should be considered as minima, while the higher values are sufficient for the energy expenditures of a strong and healthy person who is engaged in moderately active muscular work.

The author finds some difficulty in suggesting ways in which to reduce substantially the cost of the Basel workman's diet by any

changes which would not at the same time reduce its nutritive content. A reduced consumption of coffee and soups is, however, suggested; fruit, dried apples, prunes, etc., are recommended as a substitute. Fish, which is relatively inexpensive, could take the place of the more expensive meats; the use of milk could be limited, and potatoes and more cereals substituted. Also, to be considered is the use of the soja bean, rich in protein and fat.

The author does not favor a vegetarian diet; he considers meat an absolute necessity.

The fourth monograph¹ relates to the prevention of anthrax poisoning in tanneries and in factories manufacturing horse hair and other hair products. It is the work of Drs. O. Borgmann and R. Fischer, medical inspectors in the districts of Schleswig and Potsdam, respectively.

Dr. Borgmann suggests, as the result of his study on chromate poisoning in tanneries, the following: (1) Promotion by the authorities of all possible efforts to encourage the invention of a reliable method for the disinfection of hides and skins. As one method of encouraging this he suggests the giving of prizes for such an invention, but at the same time he considers it necessary to secure international agreements requiring the use of such method, if invented, because of the increased price which it would bring about in the cost of hides and skins generally. (2) Establishment by the tanning interests of an experimental laboratory for the study of the problems in the tanning industry, along the lines of the one established by the explosive industry. (3) The use of recent methods of treatment of anthrax recommended by physicians as, for example, the use of the serum of Sclavo and of Sobernheim, as well as the Salversan of Ehrlich; a study and investigation of the various methods should be carried on in those hospitals where treatment is given for anthrax poisoning. (4) Enforcement of special preventative regulations for the trade in hides and skins. Besides enforcing these regulations in the interest of the workmen, there should be employed in the handling of hides and skins the required "soaks" and "lime pits". Nail brushes should be supplied to the workmen in toilet rooms and wash rooms, and separate wardrobes should be maintained for a change of clothing. The wardrobes for the clothing should be located in the wash room, which should in turn be so situated as to form the only means of access to the workrooms by the employees. (5) Scientific investigation of the problems as to whether tannery effluents may be utilized for agricultural purposes and preventative methods adopted in case of such use. Until the results of such an investigation have become known it should be required to mix fluids coming from the "soaks" with those from the "lime pits" with abundant

¹ Die Bekämpfung der Milzbrandgefahr in gewerblichen Betrieben von Drs. O. Borgmann und R. Fischer. Berlin, 1914. 47 [48] pp.

additions of quicklime, these to be composted for about three months before being used for agricultural purposes. (6) Disposal by means of irrigation of all effluents of tanneries which work up raw sheep and goat skins and which dry imported hides, should be a condition for the granting of a license; furthermore, all tanneries should be granted only a revocable form of license.

Dr. Fisher recommends the following requirements to meet the dangers of anthrax in horsehair spinning mills and similar establishments: (1) Active work by the veterinary authorities in preventing anthrax in animals; (2) incinerating completely the carcasses of animals afflicted with anthrax or suspected of having been so afflicted; (3) more stringent inspection of slaughterhouses and similar establishments; (4) the disinfection of all animal hair intended to be worked up into any products of manufacture. Such disinfection should be carried on under strict license and through the public authorities, in accordance with regulations issued in each instance; (5) examination and testing of all new methods of disinfection actually in practice to test their adequacy; (6) careful inspection of all disinfection apparatus by the district physicians and industrial inspectors; (7) instruction of workmen as to the dangers of anthrax by means of inspection, distribution of pamphlets, etc. Special instruction should be given to the workmen regarding the danger of irritating their skin; (8) the summoning of medical assistance whenever symptoms of the disease appear and removal of the patient for hospital treatment; (9) furnishing of suitable work clothes for the workmen, made of washable, tightly woven material; also furnishing of towels, soap, disinfectants, nail brushes, etc.; provision for special bathing facilities and separate lunch room; the infliction of fines for failure to use the protective appliances provided; (10) prohibition of the employment of workmen under 18 years of age in handling material which has not been disinfected; (11) prevention and removal of dust collected in storage and workrooms by means of proper ventilation; (12) organization of a movement for an international agreement for the protection of workmen against the dangers of anthrax.

Not only in tanneries, storage houses for raw material, hide and skin dealers' establishments, horsehair spinning mills, establishments for the working up of hair and bristles, brush factories and related establishments, establishments for the keeping of animals and flaying houses, but also in factories for the manufacture of bone manure, fertilizer, belts, shoes, leather goods, furs, harness and saddles, rag-sorting establishments, shoddy factories, paper factories, felt factories, and haircloth mills, cases of anthrax infection were found to have occurred. Official inspectors should call attention to the danger of anthrax in these establishments and suggest measures for combating it.

OFFICIAL REPORTS RELATING TO LABOR RECEIVED FROM JANUARY 1 TO MAY 31, 1915.

In the following pages the various State and foreign reports relating to labor have been listed, and a brief note or statement made in regard to the character of the report or its contents, and in certain cases a brief summary of the more important facts presented in the report. It will be the purpose of this REVIEW to present such lists monthly, adding wherever the material seems to demand it more extended abstracts of the contents.

UNITED STATES.

Arizona.—*State Mine Inspector. Third Annual Report for the year ending November 30, 1914. 64 pp.*

Contains statistics of mines showing number of employees, character of ore, method of operation, and tonnage for each mine. Particulars of each fatal, serious, and minor accident are given. The report shows that among the men employed at last inspection—surface, 1,917; underground, 7,505—the number of fatal accidents was 62; and of serious and minor accidents, 758. No definition is given of the accidents classified as serious and minor.

California.—*Bureau of Labor Statistics. Sixteenth Biennial Report, 1913 and 1914. 1914. 328 pp.*

Contains a review of the bureau's activities in enforcing labor laws, special reports on the lumber industry in California, the Portland cement industry in California, and statistical tables in regard to hours and rates of wages of organized labor, and employees and wages in manufacturing industries. The bureau's activity in conducting prosecutions during the last two years is shown by the following statement:

PROSECUTIONS CONDUCTED BY BUREAU DURING TWO YEARS ENDING JUNE 30, 1914.

| Nature of offense. | Fiscal year 1912-13. | Fiscal year 1913-14. |
|---|-------------------------|-------------------------|
| Blower law | 1 | ..... |
| Child-labor law | 23 | 21 |
| Eight-hour law: | | |
| For women | 33 | 37 |
| Public work | 1 | ..... |
| Underground work | 2 | 1 |
| Employment-agency law: | | |
| License | 11 | 6 |
| Misrepresentation | 3 | ..... |
| Misrepresentation as to strikes | | 1 |
| Payment-of-wage law | 18 | 47 |
| Pay-check law | 1 | 2 |
| Scaffolding, flooring, etc., laws | 1 | 14 |
| Ten-hour law for drug clerks | 3 | ..... |
| Union card, unlawful use of | 1 | ..... |
| Vending-at-night law | 13 | 1 |
| Weekly-day-of-rest law | 2 | ..... |
| Total | 118 | 130 |

During the period covered by the report, the bureau collected 7,117 claims for wages, amounting to \$147,362.62. Claims against employment agencies, based on 1,402 complaints, secured the return of fees and expenses to the amount of \$3,712.75.

The bureau reports especially interesting results from its investigation of the collection of hospital fees by employers from employees, made in May, 1914. The investigation had the definite object of eliminating the evils connected with hospital fees, particularly the practice of hiring the men for one or two days and deducting

hospital fees of \$1 from their wages for that time. The importance of the subject is indicated by the bureau's estimate that hospital fees collected by companies from their employees in the State amount to over \$600,000 a year.

Industrial Welfare Commission. First Biennial Report, 1913 and 1914. 1915. 123 pp.

Describes the organization of the commission established to administer the California minimum-wage law, and gives results of investigations of wages, hours, and conditions in mercantile establishments, laundries, manufacturing industries, and telephone and telegraph companies. The cost of living investigation included returns from self-supporting women in San Francisco and Los Angeles. No minimum-wage determinations had been made at the time of the report, the work of the commission having been devoted to acquiring a thorough knowledge of conditions preliminary to the fixing of wages.

State Board of Education. Report of the Commissioner of Industrial and Vocational Education for the year ending June 30, 1914. 47 pp.

Reviews situation in elementary high schools as related to the need for vocational education; contains recommendations in regard to the establishment and maintenance of vocational education, and gives digests of laws of States that provide State aid.

Colorado.—Bureau of Labor Statistics. Fourteenth Biennial Report, 1913 and 1914. Denver, 1914. 248 pp.

Reviews work of bureau, including factory inspection, operation of State's four free employment offices, the licensing and regulating of private employment offices, and the enforcement of State labor laws. A section devoted to the wages of women workers gives the result of investigations made with the object of assisting the State minimum-wage board. It covers telephone employees, and wages and cost of living in various other occupations in Denver, Colorado Springs, and Pueblo. The report also gives statistics of labor organizations and railroads, and an account of the Colorado coal strike and of the efforts of the State bureau toward its settlement.

Bureau of Mines. Thirteenth Biennial Report for the years 1913 and 1914. Denver, 1914. 228 pp.

Largely a description of metal mines and mining activities and development during 1913 and 1914. Report as to accidents in metal mines may be summarized as follows:

EMPLOYEES ABOVE AND UNDER GROUND.

| | 1913 | 1914 | Total. |
|--|--------|--------|--------|
| Men engaged above ground..... | 7,877 | 7,886 | 15,763 |
| Men engaged under ground..... | 15,200 | 14,523 | 29,723 |
| Total number engaged in mining, milling, and smelting..... | 23,077 | 22,409 | 45,486 |
| Nonfatal accidents..... | 641 | 531 | 1,172 |
| Fatal accidents..... | 50 | 46 | 96 |
| Nonfatal accidents above ground..... | 420 | 367 | 787 |
| Fatal accidents above ground..... | 9 | 6 | 15 |
| Nonfatal accidents under ground..... | 221 | 164 | 385 |
| Fatal accidents under ground..... | 41 | 40 | 81 |

State Wage Board. First Report for the biennial period ending November 30, 1914. Denver, 1914. 28 pp.

Report was summarized in Bulletin No. 167, page 40.

Connecticut.—Board of Compensation Commissioners. First Annual Report for the year ending September 30, 1914. Hartford, 1914. 32 pp.

A brief report of the operation of the Workmen's Compensation Act for the year shows 18,054 accidents reported, most of them, however, resulting in short disabilities. The agreements entered into by employer and employee and approved by the commissioners numbered 3,444, and the hearings where the formal finding and the award were made numbered 106. Recommendations are made for amendment of the law.

Bureau of Labor Statistics. Twenty-sixth Report for the two years ending November 30, 1914. Hartford, 1914. 78 pp.

Contains report of new factory and tenement house construction, occupational diseases as reported under the Connecticut law, work of five free employment bureaus, private employment agencies, a record of strikes, lockouts, and trade agreements, and a directory of labor organizations in the State. The report shows that only 25 cases of occupational diseases, 18 of which were lead poisoning, were reported to the bureau between December, 1912, and November 30, 1914.

Bureau of Labor Statistics. Report on the conditions of wage-earning women and girls, by Charlotte M. Holloway. Hartford, 1914. 138 pp.

Report will be summarized in the September issue of the REVIEW.

Factory Inspector. Fourth Biennial Report for the two years ending September 30, 1914. Hartford, 1914. 107 pp.

Covers industrial accidents reported, inspection of bakeshops, mercantile elevators, tenement houses, factories, home work, mercantile establishments, and contains sections on welfare work and new legislation, and a list of Connecticut manufacturers and their products. A number of illustrations show proper methods of safeguarding, and the equipment of typical emergency rooms in Connecticut factories.

Convict Labor Commission. Report of the General Assembly, 1915. Hartford, 1915. 90 pp.

Report of a commission to investigate convict labor in Connecticut and in other States and foreign countries. Describes methods in various States and in foreign countries and submits recommendations.

Idaho.—*Inspector of Mines. Sixteenth Annual Report for the year 1914. 1915. 55 pp.*

Devoted chiefly to the mining, development, progress, and resources of the State. The products of the Idaho mines are lead, zinc, silver, copper, and gold. The inspector estimates the number of men exposed to the hazards of the mining industry during 1914 as 5,200. The accidents reported were 27 fatal, 79 serious, and 312 minor. Of the 27 fatal accidents 4 were shaft accidents, 20 were underground other than shaft accidents, one was a milling accident, one a power-plant accident, and one a placer-mill accident.

Illinois.—*Bureau of Labor Statistics. Seventeenth Biennial Report. Child labor. Springfield, 1915. 131 pp.*

The investigation was undertaken upon the recommendation of the board of labor commissioners to obtain information as to the advisability of enacting a 16-year minimum-age law. The purpose was to ascertain the number of employers favorable to a 16-year minimum age, the extent of education, the apparent physical and mental condition of the children, their reasons for working, and the income of the children and of the families to which they belong. The report consists almost entirely of statistical tables.

In the investigation 2,365 children employed in 139 industries were interviewed, all except about 100 of whom were residents of Chicago. The employers of 912 children were in favor of making 16 years the minimum working age. Those of 1,003 children were opposed to the 16-year minimum, while the employers of 50 children were in favor of a Federal 16-year minimum-age law. The wages received varied greatly, from less than \$2 per week in three cases to \$10 or more in six cases. Twenty-six per cent were receiving between \$4 and \$4.50 per week. Of the children interviewed, 76 per cent reported that they left school to earn money to help provide for themselves and families. Nearly 82 per cent of the children left school at 14 years of age, while 5 per cent left at an earlier age. Over 13 per cent left school before reaching the fifth grade, while 14 per cent were in that grade when they left school. Slightly over 25 per cent were in the eighth grade or in the high school when they left school.

State Board of Prison Industries. Report for the years 1913 and 1914. 1915. 88 pp.

Devoted chiefly to detailed financial statistics of the prison industries of Illinois. The facts are given separately for each industry, showing the value of the products and their disposition, the number of convicts employed, the number of days of labor upon each class of product, and the value of the plant, and the amount of salaries and expenses for each product.

Department of Factory Inspection. Twentieth and Twenty-first Annual Reports for the years July 1, 1912, to June 30, 1914. 256 pp.

Twentieth annual report contains sections devoted to child labor, the garment law and the garment industry, occupational diseases, Illinois law restricting hours of female labor, report of inspections under the blower law, inspections according to health, safety, and comfort law, inspections according to the structural law, inspections according to the ice cream and butterine law. Twenty-first annual report contains a report of the chief factory inspector with a detailed discussion of the work of his office and special sections on the work of inspection under the laws relating to child labor, health, safety, and comfort, 10-hour law for women, garment factories, washhouses, the structural law, the blower law, and the ice cream and butterine law. Sections are also given to discussion of protective measures for females in the canning industry in Illinois, the amendment of the compensation act to include occupational diseases, and a review of factory inspection and factory legislation in Illinois.

State Mining Board. Thirty-third Annual Coal Report. Springfield, 1914. 269 pp.

Gives statistics of coal mines for 1913 and 1914 and a period of years, showing the persons employed, the amount of output, days of operation, and earnings of miners. An important section is that devoted to statistics of fatal and nonfatal accidents covering a period of years. The fatalities during 1913 numbered 175 and during 1914 159. These numbers show little change from the numbers in earlier years, although the number of persons employed and the amount of coal mined both show a slight increase. The number of nonfatal accidents in 1913 and in 1914 show marked increases over earlier years, but it is possible that these increases are fully accounted for by more complete reports. The number of nonfatal accidents reported in 1913 was 1,025 and in 1914 1,071.

Indiana.—*Bureau of Statistics. Fifteenth Biennial Report for 1913 and 1914. Indianapolis, 1914. 790 pp.*

Includes sections devoted to the free employment department, social statistics, economic statistics, and agricultural statistics. The report shows a total of over 30,000 positions secured for men and women during 1913 and 1914 by the five free public employment offices.

State Board of Education. First Annual Report on Vocational Education. 1914. 62 pp.

Includes an account of work of State vocational departments, a statement of progress made, with the instructions in elementary agriculture, domestic science, and industrial arts, taught as a part of the regular course of instruction in the public schools, as required by law, an account of trade-extension work of the county agents of agriculture, and the boys' and girls' clubs, and school and home garden work connected with instruction in agriculture given in the regular schools.

Iowa.—*Mine Inspector's Seventeenth Biennial Report for the two years ending June 30, 1914. Des Moines, 1914. 132 pp.*

Contains detailed reports of the several mine districts of the State, including statistics of employment, production, mine equipment, and accidents. A summary for the entire State reports 24 fatal accidents in the year ending June 30, 1913, and 34 in the year ending June 30, 1914. These numbers show slight differences as compared with earlier years. Number of nonfatal accidents reported in the two years was 176 in 1913 and 161 in 1914. No statement is made of the definition of nonfatal accidents reported.

Maine.—*Department of Labor and Industry. Second Biennial Report, 1913 and 1914, with the reports of the State Board of Arbitration and Conciliation for the years 1913 and 1914. Waterville, 1915. 216 pp.*

Contains a directory of manufacturing industries, with months in operation and average persons employed for each establishment, a directory of labor organizations, the report of the State board of arbitration and conciliation, and sections on industrial accidents, on child labor, and on training of men for positions in pulp and paper mills. The section on child labor is the result of an investigation of the home conditions of all 14-year-old minors employed throughout the State on June 10, 1913. Statistics are also included regarding the employment of minors, based on the birth certificates on file with the State department of labor.

The statistics of accidents, which are given in considerable detail, show a total of 1,120 accidents, 55 of which were fatal, reported in the year ending June 30, 1913, and 974, 20 of which were fatal, in the year ending June 30, 1914. These accidents are described as those in which disability exists 6 days. The accidents are classified to show industry, cause of accident, nature and extent of disability, age, nationality, wages of injured, kind of employment at which injured, the hour of accident, and the number of hours at work at the time of the accident. The report of the board of arbitration and conciliation is devoted to an account of controversies between the engineers and firemen of the Bangor & Aroostook Railroad and said railroad company.

Massachusetts.—*Bureau of Statistics. Forty-fifth Annual Report on the Statistics of Labor for the year 1914. Boston, 1914. 692 pp.*

Consists of seven parts, issued during 1914 as labor bulletins, Nos. 97 to 103, bearing the following titles:

Union scale of wages and hours of labor in Massachusetts, 1913.

Thirteenth annual directory of labor organizations in Massachusetts.

Immigrant aliens destined for and emigrant aliens departed from Massachusetts, 1913.

Labor bibliography, 1913.

Industrial home work in Massachusetts.

Action affecting labor during the legislative session, 1914.

Wages and hours of labor in the paper and wood-pulp industry in Massachusetts.

Bureau of Statistics. Twenty-eighth Annual Report on the Statistics of Manufactures for the year 1913. Boston, 1914. xxxviii and 127 pp.

Contains an introductory summary of the statistics of 1913 in comparison with those of former years, with the usual statistics of capital invested, material used, wages paid, and number of wage earners, in detail and in summary form.

Bureau of Statistics. Eighth Annual Report on the State free employment offices for the year ending November 30, 1914. Boston, 1915. 31 pp.

Summarizes the work of the four free public employment offices for the year, including comparisons with former years. From 1908 to 1913 the employment offices showed a steady increase in the number of positions filled, but during 1914 there was a decrease of 15 per cent as compared with the previous years. The work of the four offices for the years 1910 to 1914 is summarized in the table which follows:

| Classification. | Year ending Nov. 30— | | | | | Total. |
|---------------------------------------|----------------------|--------|--------|-------------------|-------------------|---------|
| | 1910 | 1911 | 1912 | 1913 ¹ | 1914 ² | |
| Offers of positions..... | 51,082 | 58,172 | 74,089 | 74,113 | 53,858 | 311,314 |
| Positions reported filled..... | 20,574 | 21,158 | 26,587 | 29,117 | 24,710 | 122,146 |
| Persons furnished employment..... | 12,292 | 13,205 | 15,711 | 16,835 | 13,644 | 71,687 |
| Persons applied for by employers..... | 28,354 | 30,632 | 36,834 | 39,230 | 31,565 | 166,615 |

¹ The figures for 1913 are for a full 12 months for the Boston and Springfield offices, 11 months for the Fall River office (this office having been closed during August), and 2½ months for the Worcester office.

² The figures for 1914 are for a full 12 months for the Boston, Springfield, and Worcester offices and 11 months for the Fall River office (this office having been closed during August).

The positions which were reported filled by the offices during the year are classified in the report as follows:

| Classification. | Males. | Females. | Total. |
|--|--------|----------|--------|
| Agricultural pursuits..... | 1,637 | ..... | 1,637 |
| Apprentices..... | 197 | 24 | 221 |
| Domestic and personal service..... | 5,408 | 9,199 | 14,607 |
| Manufacturing and mechanical pursuits..... | 4,096 | 1,585 | 5,681 |
| Professional service..... | 14 | 1 | 15 |
| Trade and transportation..... | 2,018 | 459 | 2,477 |
| Other trades..... | 53 | 19 | 72 |
| Total..... | 13,423 | 11,287 | 24,710 |

Bureau of Labor Statistics. A sketch of its history, organization, and functions, together with a list of its publications and illustrative charts. Boston, 1915. 115 pp.

A pamphlet prepared for the Massachusetts Panama-Pacific Exposition Commission in connection with the exhibit of the bureau of statistics.

District Police. Report for the year ending October 31, 1914 (including the detective, building inspection, and boiler inspection departments). Boston, 1915. 336 pp.

Minimum Wage Commission. Second Annual Report for the year ending December 31, 1914. Boston, 1915. 158 pp.

Summarizes the work of the commission for the year, including the effect of its determinations in the brush industry, its various investigations of candy factories, laundries, and retail stores, and the work of the wage boards in the candy and laundry industries, with certain recommendations for new legislation. Appendixes reproduce the text of the Massachusetts Minimum Wage Act and summarize the minimum-wage determinations in effect in the various States in December, 1914.

The commission made an examination of the pay rolls of the brush factories in the State in November and December, 1914, after its wage determination had come into effect on August 15. All of the 23 brush factories in the State which were known to be employing women were investigated. Eleven, including all the larger establishments of the State, were found to be complying with the commission's decree. In 5 establishments violations were found; 2 others claimed that they were paying the prescribed rates, but they produced no record of hours worked. Four establishments employed no women at the time of the inspection, and 1 establishment had been merged with another concern. Out of approximately 1,000 female employees, only 18 were found to be receiving less than the minimum rate. This does not include 4 cases of technical violation which were claimed by the employers to have been due to a misunderstanding of the decree.

The commission found that the amount of employment during the four months preceding its investigation was probably somewhat less than during the period covered by its investigation a year previous. This decrease of employment was suggested by brush manufacturers to be due to the following reasons: (1) Reduction of the tariff; (2) war in Europe; (3) competition with prison labor; (4) pressure of increased labor legislation in general; (5) minimum wage.

Statements by the employees themselves throw light upon the varying defects of the decree:

Employees who are in receipt of wages determined according to the new rates show themselves very appreciative of the change. Others, thrown out of work either as a result of the new schedule or on account of the general industrial depression, have supplied impressive accounts of ensuing hardships. In some factories they describe an increased amount of "speeding-up." One worker, who instances a serious case of unemployment resulting, as she believes, from the establishment of a minimum wage, nevertheless entreats the attention of the commission for another industry, the low wages and hardships of which she describes.

An impartial judgment, as to what part of the unemployment in the brush industry is due to setting new rates for that industry, is difficult at the present time, only four

months from the date when they went into effect. The commission is of the opinion, however, that the unemployment is mainly due to the general business depression rather than to the readjustment within the industry resulting from the fixing of a minimum wage. Statements have been publicly made by brush manufacturers that the principal hardship to their industry during the present war is the difficulty of obtaining bristles from abroad, owing to the interference with the trade with certain foreign countries. Since American bristles are of such a quality that they can seldom be used in brush making, the interruption of the foreign supply might be an important cause of existing unemployment. Add to this the fact that unemployment is apparently prevalent to an equal degree in other industries in this State, similar in other ways but for which minimum rates have not been fixed, and there is sufficient explanation for unemployment in this industry without ascribing any large amount of it to the operation of the minimum wage. The commission regrets exceedingly that a disturbance in industry from other causes should have coincided with the establishment of the new rates, not only on account of the hardships to individual workers, but because the coincidence gives to those averse to the raising of wages by this means an opportunity of ascribing to the minimum-wage system the difficulties which are actually traceable to other sources.

The report of the commission's investigation of wages of women in the candy, laundry, and retail store industries has been published separately in its bulletins Nos. 4, 5, and 6.

The report states that the wage board for the candy industry, consisting of 6 representatives of employers, 6 representatives of employees, and 3 other persons, including the chairman, began its sessions in May, 1914, and had not at the time of the commission's annual report reached a determination. For the laundry industry a board consisting of 6 employers, 6 employees, and a chairman to represent the public was appointed and began its sessions in September, 1914. For this industry, also, no determination had been reached at the date of the commission's report.

Minimum Wage Commission. Bulletin No. 6, March, 1915. Wages of women in retail stores in Massachusetts. Boston, 1915. 64 pp.

Results of an investigation of rates of pay and earnings for women in department, 5 and 10 cent, and other retail stores in the Massachusetts cities, made preliminary to the appointment of a wage board for fixing minimum wages in the industry. A summary of the results will be given in the next number of the REVIEW.

State Board of Conciliation and Arbitration. Annual Report for the year ending December 31, 1914. Boston, 1915. 278 pp.

The board reports a total of 147 controversies considered, of which 4 came down from 1913 and 143 were submitted during the year. Of this number 2 were adjusted by reconciling the parties, and 9 were still pending at the end of the year. In the remaining controversies the board made 114 awards and one report, which was accepted by both parties. The cases considered by the board are summarized in detail.

The retirement system for employees of the Commonwealth. Circular explanatory of the provisions of the law. Boston, 1914. 23 pp.

Report of the State Board of Retirement, January, 1915 (Public Document No. 99). Boston, 1915. 13 pp.

Reviews the operations of the retirement system of the State described in the circular above.

Minnesota.—*Department of Labor and Industries. Fourteenth Biennial Report, 1913 and 1914. Minneapolis. 250 pp.*

Contains history of labor department and the development of labor laws, and sections on workmen's compensation, industrial accidents, inspections and orders, women and children, mine inspections, employment agencies, special investigations, and labor organizations.

The report of the commissioner submits a series of recommendations as follows: (1) That the office of chief factory inspector be created, with a salary sufficient to secure a high-class man for the position; (2) the creation of the office of superintendent

of employment offices; (3) private employment agencies should be brought under the State labor department, with the provision that licenses should be revocable by the department on conviction of violation of the law; (4) enactment of a law for the prevention of occupational diseases. This recommendation is based upon experience under the law requiring reports of occupational diseases. The commissioner notes the following cases, which he believes to be but a fraction of the occupational diseases existing in the State: Lead poisoning, 9; copper and arsenic poisoning, 1; gasoline poisoning, 1; ammonia poisoning, 1; poisoning from fur dyes, 2; typewriter's cramp, 2; paralysis of fingers due to knitting lace, 1. (5) The hours-of-labor law for women should be extended to cover the entire State; (6) street trades should be regulated to prevent the employment of small children in occupations known to be among the most dangerous to the moral and physical health; (7) legislation should be enacted regulating ventilation, sanitation, and lighting in boarding camps, and providing for State inspection with power to enforce orders. The "extortion of \$1 a month for hospital tickets" which do not entitle the employee to medical care in certain cases should be regulated by legislation.

Missouri.—*Bureau of Labor Statistics. Thirty-fifth Annual Report for the fiscal year ending November 5, 1913. Jefferson City. 802 pp.*

Devoted chiefly to a presentation of the resources and opportunities of Missouri. In a part of the report devoted more especially to labor matters, a large amount of statistical and other information is given in regard to organized labor in Missouri and elsewhere. Membership, wages, labor disputes, benefits, etc., are given. One section gives facts and figures in regard to private employment agencies, and another describes the work of the State factory inspection department. Recommendations are made in regard to new labor legislation.

Department of Factory Inspection. Biennial Report, 1913 and 1914. St. Louis, 1914. 92 pp.

Gives in detail the work of inspection included under the heads of inspections, collections, orders, safety and accident prevention, sanitation, occupational diseases, foundry sanitation, women's 9-hour law, child labor, prosecutions, defects and recommendations in regard to the law, and the proposed industrial commission law.

The Missouri factory inspection law has the unusual feature that fees are collected for each inspection, the fees arranged on a graduated scale, the minimum being 50 cents where three or less persons are employed. Fees collected are paid into the State treasury and placed to the credit of the factory inspection fund. During the biennial period 1913 and 1914 the collection amounted to \$40,366, a sum considerably in excess of any previous biennial period. The report contains numerous illustrations showing dangerous conditions, and methods of safeguarding.

Workmen's Compensation Commission. Report, with bills recommended by the commission and other information. December 1, 1914. 128 pp.

Presents the results of the commission's investigations and its reasons for recommending the enactment of a compensation law. Its recommendations included the passage of four bills: (1) An elective workmen's compensation act; (2) an act creating the Missouri Industrial Commission; (3) an act providing for the organization of corporations on the mutual plan to insure against employers' liability; (4) an act levying a tax of 5 per cent on all premiums for employers' liability insurance for the support of the Industrial Commission. The Missouri Legislature at its session of 1915 did not enact a compensation law.

Senate Committee on Penitentiary Reform to the Forty-eighth General Assembly of Missouri. Jefferson City, 1915. 26 pp.

Gives the results of the investigations of a committee appointed "to fully investigate present conditions in Missouri and the several States, and to report to the senate of the forty-eighth general assembly the advisability of abolishing the contract labor system in the Missouri prison, and, if abolished, to suggest what employment, if any,

should be given to the inmates of the penitentiary and other penal institutions of the State." The recommendations of the committee covered 12 points as follows:

- "1. The abolishment of the private contract system.
- "2. A law creating the indeterminate sentence system, save and except for murder, treason, rape, arson, and robbery, with a maximum and minimum sentence.
- "3. The creation of an intermediate prison or reformatory for juvenile offenders, separate and apart from the prison for confirmed criminals.
- "4. A change or modification of the law providing for a hospital for the criminal insane at or near the prison proper.
- "5. Prisoners, whether confirmed or juvenile, afflicted with any disease of a serious character, placed in separate apartments above other prisoners, to prevent the contraction or dissemination of such disease. Transferring of prisoners afflicted with pulmonary diseases to a separate institution at or near Mount Vernon, with separate dining halls and marked tableware provided for all such as are diseased in any manner.
- "6. The prisoner should be permitted to earn money for himself and the support of those dependent upon him.
- "7. The adoption of an educational law giving all prisoners the benefit of an education.
- "8. The creation of a nonpartisan and nonsectarian board, under statutory regulation, that may cooperate with the governor in selecting a warden and supervise the business of the institution.
- "9. The transferring of female prisoners either to a reformatory for incorrigible girls or a place of detention near some large city, to be used by the State for charity.
- "10. The purchase of four farms of one or two sections each, 75 miles east and west and north and south from the capital; the placing of 150 prisoners on each farm, provided with tents, for the cultivation of the land, and brick manufacturing machinery for the use of such prisoners in the erection of buildings; also building roads.
- "11. The abolishment of the present system of hanging and the electric chair substituted in lieu thereof; executions to be held only at the State prison in Jefferson City.
- "12. A certain amount of the appropriations to the penitentiary to be set aside as a "capital fund," to be used in promoting factory enterprises at penal institutions."

Senate Wage Commission for Women and Children in the State of Missouri. Report to the Senate of the forty-eighth General Assembly.

Gives the results of an investigation into the wages paid, etc., to females in factories, department stores, and other places where women are employed. A summary of the results will be given in the next number of the REVIEW.

Montana.—*Department of Labor and Industry. First Biennial Report, 1913 and 1914, Helena, 1915. 350 pp.*

Contains sections devoted to strikes and labor disturbances, violations of labor laws, working conditions, report of the four free public employment offices, cost of living, hydroelectric development, manufacturing in Montana, the fur industry, prospective Montana industries, Montana markets, composition and characteristics of Montana population, road building by State convicts, opinions of the attorney general, statistics of railroads, general statistics, report of inspector of quartz mines, report of inspector of coal mines, and report of boiler inspector.

The commissioner submits certain recommendations for new legislation, as follows: (1) That authority be given the department of labor and industry to give assistance to workmen in the collection of wages due them; (2) that towns of certain classes be required to maintain free public employment bureaus; (3) that the commissioner be given authority to require certain information from all county officials; (4) that the child-labor law be amended to prohibit the employment of children in any kind of theater, circus, or show; (5) that a law should be enacted requiring physicians to submit to the commissioner reports of occupational diseases; (6) that a workmen's compensation act should be enacted.

Nebraska.—*Bureau of Labor and Industrial Statistics. Fourteenth Biennial Report, 1913 and 1914. Lincoln, 1914. 137 pp.*

Contains a summary of the work of the bureau for the biennial period, the text of certain labor laws, a list of manufacturing establishments reporting to the bureau, reports in detail of industrial accidents, submitted to the bureau during a period of 18 months, and miscellaneous statistics.

Nevada.—*Industrial Commission. Report July 1, 1913, to December 31, 1914. Carson City, 1915. 110 pp.*

Covers the administration of the Nevada Industrial Insurance Act during its first 18 months. The Nevada law is an elective system, but compulsory as to public employees. The report shows 813 contributors within the act, 364 of which are in the mining and smelting industry. The average number of employees is 10,709—748 of which were employed in mining and smelting. In the mining and smelting industry the average yearly premium for each employee was \$26.28, or at a rate of \$2.10 per \$100 of pay roll. The commission gives administration expenses as 11.13 per cent of premium income.

During the period covered 1,849 accidents were reported, 986 of which resulted in incapacity of less than two weeks. The fatal cases numbered 53.

Inspector of Mines. Biennial Report, 1913 and 1914. Carson City, 1915. 52 pp.

Contains a review of the mining development and operations during the period covered, a report of the inspection work, reports in detail of fatal accidents, and in somewhat less detail of nonfatal accidents causing the stoppage of work for 10 consecutive days or more.

New Hampshire.—*Bureau of Labor. Tenth Biennial Report for the fiscal period ending August 31, 1914. Concord, 1914. 98 pp.*

Presents statistics of labor disputes, workmen's compensation, accidents, occupational diseases, and report of the State board of arbitration, with a directory of manufacturing and mechanical establishments.

The recommendations of the commissioner included: (1) The workmen's compensation law to include all employees, with the possible exception of agricultural and domestic service; (2) a law regulating employment agencies; (3) a factory-inspection law; (4) that authority be given inspectors to require safety devices to be placed upon dangerous machinery; (5) that provision be made for proper ventilation and lighting in factories, with some central supervision over sanitary conditions; (6) that one of the factory inspectors be a woman who has had five years' practical experience as a worker in a New Hampshire factory; (7) a law to be enacted requiring one day's rest in seven.

Children's Commission. Report to the governor and legislature, January, 1915. Concord, 1914. 136 pp.

Report is in two parts, part 1 giving the preliminary statement and summarizing existing conditions in the State, and part 2 giving detailed reports on subjects investigated by the commission, accompanied by statistical tables. A bill creating a State board of children's guardians is also submitted.

The report gives the commission's recommendations for immediate action, as follows:

"1. The establishment of a centralized State administrative agency responsible for all the children of the State, organized with adequate powers of execution as well as supervision.

"2. The establishment of a colony for feeble-minded girls and women of child-bearing age.

"3. The appointment of probation-truant officers equipped to do preventive work in all police districts, thus minimizing and at the same time making effective the work of juvenile courts throughout the State.

"4. Compulsory supervision of all public schools, with a clear definition of the respective powers of school boards and school superintendents, and compulsory reporting by rural teachers to their superintendents of all conditions which are a menace to child welfare in their districts."

New Jersey.—*Board of Tenement House Supervision. Eleventh Report. Paterson, 1915. 106 pp.*

Covers the work of the commission in the State and supervision of the construction and reconstruction of tenement houses, including the inspection of such houses to insure safe and sanitary conditions. The work of the commission is described in detail.

Employers' Liability Commission. Appointed for the purpose of observing the operation of the Employers' Liability Act. Report for the year 1914. Trenton, 1915. 48 pp.

Reviews the operations of the workmen's compensation act in New Jersey, and in conclusion submits the following recommendations:

"1. The passage of a resolution providing for the submission to the people of a constitutional amendment which will enable the legislature to pass a compulsory workmen's compensation law, including compulsory insurance. Until such amendment has been adopted the present elective law should be continued in force, with supplements and amendments as hereinafter proposed.

"2. In our former reports we have pointed out that the law was gravely defective in that the injured person or his dependents had no assurance of payment in the event of the insolvency of the employer. As this serious defect can only be remedied by a system of compulsory insurance, we now recommend the passage of a compulsory insurance act, for the protection of the employer from financial disaster and the assurance to those persons entitled to compensation, of the payments provided by law. In recommending this we have in mind the fact that it is quite as necessary for the protection of the employer as for the employee, as otherwise he may be forced out of business and into bankruptcy owing to his failure to voluntarily cover his liability by insurance.

"3. The creation of a New Jersey workmen's compensation State insurance fund. In any scheme of compulsory insurance, the establishing of a State fund would seem to be essential to insure equitable rates on the part of the privately owned companies and associations, and to prevent the establishing of a monopoly by agreement or otherwise, by these companies. On the other hand, we desire to place the greatest emphasis on the necessity for safeguarding the State insurance fund and placing it on a scientific basis, by requiring the commissioner of banking and insurance, who will administer it, to conform to all of the rules and regulations which are imposed by him on these other companies.

"4. The passage of an act supplementing the act establishing the department of labor, imposing additional duties on and giving additional powers to the commissioner of labor, and providing for the organization of a bureau of workmen's compensation in that department in order to secure more efficient administration of the compensation act.

"5. The passage of an act requiring certain protective clauses in all policies of liability insurance issued in this State.

"6. In connection with the department of labor we have given careful consideration to the practicability of bringing within the operation of the compensation law such occupational diseases as can be clearly traced to causes connected with the different trades. As a matter of abstract justice there can be no question as to the right of the workmen to compensation for injury received as a necessary result of the conditions of employment, but heretofore the difficulty in clearly defining the responsibility has prevented the inclusion of occupational diseases in the compensation acts of the various States, including New Jersey.

"Based on the report received from the commissioner of labor, a copy of which is submitted herewith, we recommend the bringing within the operation of the law of certain occupational diseases; in a supplemental report we will submit a proposed form of amendment covering this subject.

"7. The passage of a number of amendments to the present compensation act, of which the most important are the following:

"Increase of all schedules from the present basis of 50 per cent of wages to 66 $\frac{2}{3}$ per cent.

"Increase of minimum payments to \$6 instead of \$5 and of maximum to \$12 instead of \$10.

"Increase of death payments to 400 weeks instead of 300.

"Increase of total permanent disability payments to life instead of 400 weeks.

"Provision for appeal to court for additional medical services in exceptional cases.

"While we are convinced as to the justice of these increases in the rates of compensation, we would hesitate to recommend them if the plan did not also include a scheme of compulsory insurance which will scientifically distribute the risk. We therefore respectfully suggest that our recommendations should be considered as a whole and not in detached parts.

"Suggested forms for the above-mentioned resolution, acts, and amendments will be submitted in a supplementary report.

"The total amount appropriated for the expenses of the commission for the year 1914 was \$3,500. This has been expended to date approximately as follows: Salary of secretary, \$2,000; stenographers, \$930; clerk, \$110; distributor, \$420.87; secretary's expenses, \$8.05; office supplies, \$15.50; commissioners' expenses, \$11.20; total, \$3,495.62.

"It must be apparent to the most casual observer that to provide any real supervision of the operation of the workmen's compensation law, a more liberal provision must be made. Under the circumstances we have only been able to do the clerical work necessary for the tabulation of reports received from employers and insurance companies, and have had no means at our disposal to enable us to determine to what extent the purpose of the law has been defeated by the failure of employers to meet their obligations. Our report as to the actual operation of the law must, therefore, be limited to these statistics which are at best incomplete and unsatisfactory.

"On this account we welcome this opportunity to bring to your attention the result of investigation of the working of our law, which has recently been made by a committee of the American Association for Labor Legislation.

"If our recommendations as to the enlarging of the powers and duties of the department of labor, the establishing of a bureau of workmen's compensation in that department, and the establishing of the State insurance fund are adopted, we strongly recommend that sufficient funds be provided to enable these agencies to render effective service.

"In conclusion, if our work meets with your approval and our recommendations are adopted, there would seem to be no necessity for the continuance of this commission. We esteem it a high privilege to have been associated with the constituted authorities in the great work of establishing a system of workmen's compensation in this State. The law, while not yet perfect in its operation, marks one of the greatest advances of our generation in establishing more equitable relations between the employer and employee, and in securing justice to the great body of workers on whose welfare must depend, to a great degree, the future well-being of our State."

New York.—*Department of Labor. Second Annual Industrial Directory, 1913. Albany, 1915. 787 pp.*

The report is in two parts, the first comprising tables of statistics of factories and factory employees, by geographical and industrial distribution; the second a register of individual factories by firm names.

Department of Labor. Bulletin No. 69. Idleness of organized wage earners in 1914. March, 1915. 41 pp.

Contains statistics of monthly returns from representative trades-unions for the year 1914, with text discussion and comparisons with previous years.

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The following table summarizes the statistics of the report, showing the per cent of idle wage earners in representative trades-unions for each month, 1902 to 1914, inclusive:

| Year. | Jan. | Feb. | Mar. | Apr. | May. | June. | July. | Aug. | Sept. | Oct. | Nov. | Dec. |
|-----------------|------|------|------|------|------|-------|-------|------|-------|------|------|------|
| 1902..... | 20.9 | 18.7 | 17.3 | 15.3 | 14.0 | 14.5 | 15.6 | 7.1 | 6.3 | 11.2 | 14.3 | 22.2 |
| 1903..... | 20.5 | 17.8 | 17.6 | 17.3 | 20.2 | 23.1 | 17.8 | 15.4 | 9.4 | 11.7 | 16.4 | 23.1 |
| 1904..... | 25.8 | 21.6 | 27.1 | 17.0 | 15.9 | 13.7 | 14.8 | 13.7 | 12.0 | 10.8 | 11.1 | 19.6 |
| 1905..... | 22.5 | 19.4 | 19.2 | 11.8 | 8.3 | 9.1 | 8.0 | 7.2 | 5.9 | 5.6 | 6.1 | 11.1 |
| 1906..... | 15.0 | 15.3 | 11.6 | 7.3 | 7.0 | 6.3 | 7.6 | 5.8 | 6.3 | 6.9 | 7.6 | 15.4 |
| 1907..... | 21.5 | 20.1 | 18.3 | 10.1 | 10.5 | 8.1 | 8.5 | 12.1 | 12.3 | 18.5 | 22.0 | 32.7 |
| 1908..... | 36.9 | 37.5 | 37.5 | 33.9 | 32.2 | 30.2 | 26.8 | 24.6 | 24.6 | 23.1 | 21.5 | 28.0 |
| 1909..... | 29.3 | 26.5 | 23.0 | 20.3 | 17.1 | 17.4 | 13.9 | 11.9 | 14.5 | 13.7 | 13.3 | 20.6 |
| 1910..... | 24.5 | 22.4 | 22.6 | 16.0 | 14.5 | 15.4 | 19.4 | 22.3 | 14.5 | 15.0 | 17.5 | 27.3 |
| 1911..... | 26.7 | 24.8 | 25.6 | 21.3 | 27.2 | 22.9 | 15.5 | 11.7 | 11.2 | 11.6 | 20.0 | 34.2 |
| 1912..... | 25.8 | 17.6 | 18.8 | 13.3 | 20.1 | 22.8 | 21.1 | 9.1 | 5.9 | 7.4 | 15.3 | 30.1 |
| 1913..... | 38.2 | 33.4 | 21.8 | 21.7 | 22.9 | 22.2 | 20.8 | 19.6 | 16.2 | 19.3 | 27.8 | 40.0 |
| 1914..... | 32.3 | 30.7 | 28.3 | 23.6 | 22.7 | 25.5 | 32.5 | 30.3 | 24.3 | 24.9 | 35.8 | 35.7 |
| Mean, 1902-1913 | 25.6 | 22.9 | 21.7 | 17.1 | 17.5 | 17.1 | 15.8 | 13.4 | 11.4 | 12.9 | 16.1 | 25.4 |

The report in summarizing states:

That there was more idleness in 1914 than in 1913.

That there was less idleness on account of labor disputes, this decrease occurring in the first half of the year only.

That the increased idleness was due entirely to a lessened demand for labor.

That in the first half of the year the total idleness was practically the same for the period as a whole as in the first half of 1913, but that unemployment (idleness due to the condition of trade) was nearly 7 points higher.

That in the second half of the year, also, unemployment idleness was nearly 7 points higher than in the corresponding period of 1913.

That unemployment was greater not only in every industry represented in the returns but also in nearly every month in every industry.

That unemployment for the year, as a whole, nearly equaled that for 1908, which was the highest in recent years.

Industrial Commission. Department of Labor. Bureau of Statistics and Information. Bulletin No. 70. New York court decisions concerning labor laws, from October, 1913, to January, 1915. June, 1915. 113 pp.

Industrial Commission. Department of Labor. Bureau of Statistics and Information. Bulletin No. 71. Government labor reports, October, 1913, to May, 1915. June 1915. 29 pp.

An annotated list of Government reports in continuation of similar lists published from 1905 to 1913 in the former quarterly bulletin of the department. The list is arranged in four divisions: United States reports, State reports, foreign reports, and periodicals.

Department of Labor. Industrial Board. Bulletin No. 8. Industrial code. Rules relating to the construction, guarding, equipment, maintenance, and operation of elevators and hoistways in factories. In effect January 1, 1915. 14 pp.

Department of Labor. Industrial Board. Bulletin No. 8. Industrial code as amended. In effect April 15, 1915. 14 pp.

Department of Labor. Industrial Board. Bulletin No. 9. Industrial code. Rules on sanitation of factories and mercantile establishments. In effect April 15, 1915. 30 pp.

Department of Labor. Industrial Board. Bulletin No. 10. Industrial code. Rules relating to the equipment, maintenance, and sanitation of foundries and the employment of women in core rooms. In effect April 15, 1915. 13 pp.

Department of Labor. Industrial Board. Bulletin No. 11. Industrial code. Rules relating to the milling-industry and malt-house elevators. In effect April 15, 1915. 6 pp.

Department of Labor. Industrial Board. Bulletin No. 12. Industrial code. Rules relating to the removal of dust, gases, and fumes. In effect May 15, 1915. 13 pp.

New York City.—*Mayor's Committee on Unemployment. First formal report, February 5, 1915. 14 pp.*

Gives in detail the report of the committee and its 6 subcommittees on: (1) Facts regarding existing conditions of unemployment; (2) immediate private and public employment opportunities; (3) relief needs and measures and the cooperation of private and public agencies of relief; (4) unemployment among women; (5) cooperation of business and industry to promote employment; (6) national, State, and municipal policies.

North Carolina.—*Department of Labor and Printing. Twenty-eighth Annual Report. Raleigh, 1914. 294 pp.*

Contains chapters, almost entirely statistical, relating to condition of farmers, the trades, giving preference to labor organization, wages, and methods of payment, increase or decrease in wages, miscellaneous factories, cotton, woolen, and silk mills, furniture factories, newspapers, railroads, and employees. The labor laws of North Carolina are also reproduced.

The commissioner, commenting on the need for new labor legislation, says:

1. The passage of a specific 10-hour day and 60-hour week law. The law as enacted by the legislature of 1911 has proven unsatisfactory and insufficient.

2. A specific age limit prohibiting children under 13 years from working in any kind of manufacturing establishment or in messenger service, or appearance in theaters in any capacity (excepting, of course, attendance as auditors), or in any employment whatsoever during the hours in which the public schools are in session.

3. That all manufacturing and other concerns of whatever kind, addressed by the department of labor and printing for information for use in the compilation of its report, be required to answer promptly to the best of their knowledge and belief.

4. That the law designating the commissioner of labor and printing inspector of mines be repealed, unless appropriation sufficient to put the present law into practice is made. This would include the services of an active inspector, preferably, if not essentially, a graduate of a school of mining.

5. Laws governing safety appliances and sanitation.

6. The passage of a law providing for inspection of factories and workshops, of whatever kind, to the end that the child-labor law, the limited-hours law, the fire-escape law, and such laws of sanitation and safety as the legislature may see fit to enact, may be enforced, such inspectors to act as statistical or census agents for this department.

Bearing especially upon the hours of labor and the inspection provision above referred to, I am constrained to believe that so long as the lack of confidence between the advocates of restrictive and corrective measures and the manufacturers continue to exist, there is small hope for either side of the controversy bringing in a satisfactory bill. As it appears to this department, it is too much a game of hare and hounds, and the time has come for some member of the general assembly, who is an independent thinker, and one who has the courage of his convictions, to draft a bill that will take care of the situation.

I do not wish to be understood as taking sides on the proposition. This department interprets its duties as covering the enforcement of whatever laws may be passed as far as the authority vested in it will permit; but, at the same time, it feels that it should guard the rights of the manufacturers as zealously as it should the rights of the employees. This is a time for mutual effort, and not a time for mistrust to be allowed to obstruct the State's march of progress.

North Dakota.—*Department of Agriculture and Labor. Thirteenth Biennial Report for the term ending June 30, 1914. Devils Lake, 1914. 113 pp.*

Devoted chiefly to agricultural statistics.

Ohio.—*Industrial Commission. Bulletin, January 1, 1915 (vol. 2, No. 1). 48 pp.*

Contains articles on evolution of workmen's compensation legislation, work of the department of investigation and statistics, factors that determine the individual rate of an employer, important committee appointments, three special rulings of the industrial commission, a day in the claims department, rate revision as adopted by resolution of the commission, ruling relative to application of the United States revenue law to the industrial commission.

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Industrial Commission. Bulletin, February 1, 1915 (vol. 2, No. 2). 52 pp.

Contains the first annual report of the industrial commission covering the fiscal year ending November 15, 1914, describing the organization of the commission and the work of its various departments and divisions. The scope of the commission's work will be indicated by its organization into departments and divisions, as follows:

1. Executive.
2. Department of workmen's compensation—State insurance.
 - (a) Division of auditing.
 - (b) Division of rating.
 - (c) Division of claims.
3. Department of inspection.
 - (a) Division of workshops and factories.
 - (b) Division of boiler inspection.
 - (c) Division of steam engineers.
 - (d) Division of mines.
4. Department of investigation and statistics.
 - (a) Division of investigation and statistics.
 - (b) Division of employment offices.
 - (c) Division of mediation and arbitration.
5. Department of film censorship.

The operations under the workmen's compensation act for the fiscal year ending November 15, 1914, show a total of over 58,000 claims disposed of. During the same period the State insurance fund received as premiums over \$2,900,000 and paid out for compensation, medical, surgical, hospital, and nursing services, medicines, and funeral expenses over \$1,229,000. The average award under the act was \$41.10; the average medical award, including funeral, \$9.

Industrial Commission. Department of Investigation and Statistics. Report No. 4. Industrial accidents in Ohio, January 1 to June 30, 1914. Columbus, 1915. 324 pp.
Gives in great detail statistics of accidents and of claims and awards.

Industrial Commission. Department of Investigation and Statistics. Report No. 5. Union scale of wages and hours of labor, May 15, 1914. Columbus, 1915. 96 pp.

Contains in addition to the union scales typical trade agreements. Investigation made in cooperation with the United States Bureau of Labor Statistics, and similar in scope.

Industrial Commission. Department of Investigation and Statistics.

Report of the work of the free labor exchanges of Ohio; monthly and weekly statistical reports issued in typewritten form and showing new restrictions, renewals, total applicants for work, help wanted, number referred to positions, and number reported placed for each of the seven free labor exchanges of the State.

Board of Health. Industrial health hazards and occupational diseases in Ohio, by E. R. Hayhurst, A. M., M. D., Director, Division of Occupational Diseases. Columbus, February, 1915. 438 pp.

Presents the results of a special investigation, covering two years, made by direction of the Ohio General Assembly. Contains chapters on general principles of industrial hygiene, industrial health hazards, plan, scope, and conduct of the investigation, health hazards, processes, in detail, classification of occupational diseases, complaints by industries and processes, special investigations and publicity, and measures of prevention. Contains numerous illustrations. (Will be summarized in a later number of the REVIEW.)

Oregon.—*Bureau of Labor Statistics and Inspector of Factories and Workshops. Sixth Biennial Report, from October 1, 1912, to September 30, 1914. Salem, 1914. 195 pp.*

Describes briefly the inspection and other administrative work of the bureau and gives statistics of accidents, of labor unions, and of strikes, and miscellaneous statistics.

Industrial Welfare Commission of the State of Oregon. Report on the power laundries in Portland.

Gives the results of an investigation made to learn whether the physical demands of the work are excessive for the strength of the average woman worker, whether sufficient ventilation is provided, whether a learner's period with reduced wages is necessary in all departments, and the extent to which the short week in the industry interferes with the earning of a living wage. A summary of the results will appear in the next issue of the REVIEW.

Pennsylvania.—*Department of Labor and Industry. Bureau of Statistics and Information. First Annual Report. Part 1, production, wages, employees, immigration, and unemployment. Harrisburg, 1915. 282 pp.*

Contains production statistics, also information concerning immigration and unemployment, the latter section including a brief discussion of private employment agencies, labor contractors, etc., with recommendations in regard to the establishment of free public employment offices. These recommendations are quoted in full as follows:

1. That a bureau of employment and immigration be created within the department of labor and industry, to be in charge of a director under the direction and supervision of the commissioner of labor and industry.
2. That this bureau be given power to bring about communication between workers and the employers, and generally to facilitate the distribution of native and immigrant labor throughout the State.
3. That this bureau be given the power to license, supervise, and regulate the business of all private employment agents, labor contractors, and padroni; and that the present employment agency law applying to first and second class cities be repealed.
4. That this bureau be given the power to investigate and inspect all labor camps or housing accommodations maintained directly or indirectly in connection with any factory, manufacturing establishment, transportation line, or any business or industry, by any individual, firm, or company whatsoever; to investigate or inspect the business or place of business of all immigrant lodging place keepers, and of all steamship ticket agents; and generally to investigate and inspect all kinds of business affecting the welfare and conditions of immigrants and aliens within the State.
5. That this bureau be given the power to hold hearings, take testimony, make investigations and inquiries, and to take steps toward prosecution with reference to all matters within its jurisdiction; and that it be given authority to entertain and investigate any and all complaints of aliens against any individual, firm, company, or corporation whatsoever; and that it be given authority to entertain and investigate any and all complaints against any employment agent; and to cooperate with any properly constituted authorities in the prosecution of offenders.
6. That, finally, this bureau be given authority and be required to cooperate with all officials and authorities of the United States, or of any State, or of this State, for the common good and welfare of all employees and employers, and of all citizens and immigrants residing within the State.

Department of Labor and Industry. Monthly Bulletin, December, 1914 (vol. 1, No. 7). 174 pp.

Contains articles on the new accident report form, the new standard code of the cause of accidents, the value of eye goggles, and the departmental report for 1913 and 1914. The departmental report reviews the work of the department for the year and reproduces the safety standards of the industrial board, covering the subjects of power transmission machinery, standard railings and toe boards, stationary steam engines, machine tools, forging and stamping, polishing and grinding, compressed air, wood-working machinery, and bakeshops. Suggested rules and regulations for the erection, construction, etc., of moving-picture theaters, adopted as recommendations by the industrial board, are also included.

Department of Labor and Industry. Monthly Bulletin, January, 1915 (vol. 2, No. 1). Harrisburg, 1915. 98 pp.

Contains report of (1) accidents reported during 1915, (2) inspection of tobacco and stogy factories in Pennsylvania, and (3) conditions of women in mercantile establish-

ments in Philadelphia. The last of these reports, which takes up 84 of the 98 pages of the bulletin, will be summarized in the next issue of the REVIEW.

Industrial accidents to the number of 38,126 were received and classified as to the industries in which they occurred and the nature of the injuries received. Only accidents involving a loss of over 2 days are included. As Pennsylvania was without a compensation law it may be assumed that this number does not represent all the accidents in Pennsylvania industries under the definition given of reported accidents.

These accidents involved a wage loss to employees of \$1,048,504 and a working-day loss of 426,824 days, or approximately an average loss of 12 days for each person injured. The number of persons actually dependent on the wage earners injured was 64,076, so that in reality the income was temporarily taken away from over 100,000 persons during the year. In other words, taking the population of the State to be, in round numbers, 7,700,000, one person out of every 77 in the Commonwealth was directly affected.

The following table shows the number of persons injured, by industries and nature of injuries, and also the number of dependents.

INDUSTRIAL ACCIDENTS INVOLVING A WORKING TIME LOSS OF OVER TWO DAYS,
BY INDUSTRIES AND CLASS OF INJURIES, PENNSYLVANIA, 1914.

[Not including accidents reported to the department of mines or to the public service commission.]

| Industries. | Persons injured under each class of injuries. | | | | | | | | | Total. | Total dependents. |
|--|---|----------------------|-----------------------|---------------------------------------|----------------|---------|------------------|-----------|---------------|--------|-------------------|
| | Burns and scalds. | Crushes and bruises. | Cuts and lacerations. | Fractures, sprains, and dislocations. | Loss of parts. | Hernia. | Blood poisoning. | Puncture. | Unclassified. | | |
| Nursery products—Plants and flowers..... | | 2 | 4 | 1 | | | | | | 7 | 19 |
| Engineering and laboratory service..... | 1 | 9 | 12 | 8 | | 1 | | | 1 | 32 | 41 |
| Building trades..... | 35 | 284 | 232 | 149 | 4 | | 5 | 15 | 25 | 749 | 1,145 |
| Chemical and allied products..... | 56 | 185 | 149 | 105 | 1 | 1 | 3 | 7 | 21 | 528 | 792 |
| Clay, glass, and stone products..... | 48 | 311 | 480 | 131 | 10 | 2 | 5 | 10 | 49 | 1,046 | 1,518 |
| Clothing manufacture..... | 2 | 19 | 16 | 14 | | | | 2 | 2 | 55 | 34 |
| Food and kindred products..... | 19 | 89 | 104 | 44 | 2 | | 1 | 5 | 11 | 275 | 249 |
| Leather and rubber goods..... | 14 | 74 | 76 | 27 | 3 | | 1 | 4 | 2 | 201 | 194 |
| Liquors and beverages..... | 1 | 12 | 14 | 12 | | | | 1 | 1 | 41 | 65 |
| Lumber and its manufacture..... | 2 | 68 | 147 | 27 | 6 | 1 | | 8 | 2 | 261 | 246 |
| Paper and paper products..... | 20 | 136 | 83 | 45 | 4 | | 1 | 4 | 7 | 300 | 222 |
| Printing trades..... | 2 | 51 | 41 | 11 | 4 | | | 1 | 1 | 111 | 66 |
| Textiles..... | 18 | 119 | 162 | 60 | 5 | | 5 | 8 | 9 | 386 | 245 |
| Miscellaneous products..... | 33 | 110 | 87 | 55 | 4 | 1 | 2 | 7 | 10 | 309 | 388 |
| Laundries..... | 4 | 5 | 2 | 2 | 1 | | | 2 | 1 | 17 | 8 |
| Metals and metal products..... | 1,973 | 6,660 | 5,965 | 2,774 | 161 | 53 | 75 | 296 | 975 | 18,932 | 30,796 |
| Mines and quarries..... | 33 | 221 | 311 | 93 | 5 | | | 9 | 9 | 681 | 1,244 |
| Public service..... | 755 | 6,489 | 3,386 | 2,567 | 12 | 14 | 16 | 237 | 691 | 14,167 | 26,772 |
| Tobacco and its products..... | 1 | 11 | 3 | 2 | 1 | | | | | 18 | 16 |
| Unclassified industries..... | 1 | 5 | 1 | 3 | | | | | | 10 | 16 |
| Total..... | 3,018 | 14,860 | 11,275 | 6,130 | 223 | 73 | 114 | 616 | 1,817 | 38,126 | 64,076 |

The injuries which resulted fatally and nonfatally, the wages lost and the number of working days lost are shown in the following table.

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INDUSTRIAL ACCIDENTS, FATAL AND NONFATAL, INVOLVING A WORKING TIME LOSS OF OVER TWO DAYS, PENNSYLVANIA, 1914.

[Not including accidents reported to the department of mines or to the public service commission.]

| Industries. | Number of persons injured— | | | | Number of days lost. | Wages lost. |
|---|----------------------------|---------|-------------|---------|----------------------|-------------|
| | Fatally. | | Nonfatally. | | | |
| | Male. | Female. | Male. | Female. | | |
| Nursery products—Plants and flowers. | 1 | ..... | 5 | 1 | 28 | \$147 |
| Engineering and laboratory service..... | 6 | ..... | 23 | 3 | 221 | 488 |
| Building trades..... | 32 | ..... | 715 | 2 | 5,552 | 13,918 |
| Chemical and allied products..... | 31 | ..... | 496 | 1 | 4,783 | 9,565 |
| Clay, glass, and stone products..... | 38 | ..... | 997 | 11 | 12,183 | 24,368 |
| Clothing manufacture..... | 1 | ..... | 43 | 11 | 565 | 997 |
| Food and kindred products..... | 1 | ..... | 248 | 26 | 2,875 | 5,693 |
| Leather and rubber goods..... | 5 | ..... | 195 | 1 | 1,977 | 4,044 |
| Liquors and beverages..... | 1 | ..... | 40 | ..... | 580 | 1,553 |
| Lumber and its remanufacture..... | 8 | ..... | 251 | 2 | 2,686 | 5,441 |
| Paper and paper products..... | 4 | ..... | 278 | 18 | 2,628 | 4,683 |
| Printing trades..... | ..... | ..... | 99 | 12 | 1,559 | 3,002 |
| Textiles..... | 10 | 1 | 310 | 65 | 4,184 | 7,230 |
| Miscellaneous products..... | 11 | 1 | 292 | 5 | 3,294 | 7,173 |
| Laundries..... | 1 | ..... | 8 | 8 | 237 | 595 |
| Metals and metal products..... | 158 | ..... | 18,755 | 19 | 225,372 | 547,026 |
| Mines and quarries..... | 26 | ..... | 655 | ..... | 6,302 | 13,104 |
| Public service..... | 42 | ..... | 14,093 | 32 | 151,318 | 398,299 |
| Tobacco and its products..... | ..... | ..... | 16 | 2 | 356 | 884 |
| Unclassified industries..... | 1 | ..... | 8 | 1 | 124 | 294 |
| Total..... | 377 | 2 | 37,527 | 220 | 426,824 | 1,048,504 |

In the following table is shown the number of accidents which occurred under each of three specified causes. In 86.6 per cent of the accidents the cause was not stated.

INDUSTRIAL ACCIDENTS INVOLVING A WORKING TIME LOSS OF OVER TWO DAYS, BY CAUSES, PENNSYLVANIA, 1914.

[Not including accidents reported to the department of mines or to the public service commission.]

| Industries. | Cause. ¹ | | | |
|--------------------------------------|----------------------|---------------------|-------------------|------------------|
| | Defective equipment. | Lack of safeguards. | Careless methods. | Cause not given. |
| Nursery products—Plants and flowers. | | | 2 | 5 |
| Engineering and laboratory service. | | | 2 | 30 |
| Building trades. | 2 | 1 | 47 | 699 |
| Chemical and allied products. | | 3 | 69 | 456 |
| Clay, glass, and stone products. | 1 | 2 | 123 | 920 |
| Clothing manufacture. | | | 3 | 52 |
| Food and kindred products. | 2 | 1 | 29 | 243 |
| Leather and rubber goods. | | | 44 | 157 |
| Liquors and beverages. | | | 6 | 35 |
| Lumber and its remanufacture. | | | 43 | 218 |
| Paper and paper products. | 2 | 1 | 44 | 253 |
| Printing trades. | | | 25 | 86 |
| Textiles. | | | 2 | 63 |
| Miscellaneous products. | | | 3 | 52 |
| Laundries. | | | 1 | 14 |
| Metals and metal products. | 47 | 47 | 2,989 | 15,849 |
| Mines and quarries. | 2 | | 23 | 656 |
| Public service. | 10 | 6 | 1,297 | 12,851 |
| Tobacco and its products. | | | 4 | 14 |
| Unclassified industries. | | | | 10 |
| Total. | 66 | 66 | 4,866 | 33,123 |

¹ Figures do not total 38,126. Figures are given as shown in the report.

Five hundred and thirty-five establishments are engaged in the manufacture of cigars and stogies, employing 33,114 persons, of whom 13,049, or 39.4 per cent, were males and 20,065, or 60.6 per cent, were females.

During the year 1914, 111 of these factories were inspected, attention being given chiefly to ventilation, lighting, toilets and other conveniences, and general cleanliness. One shop was ordered closed for the reason that no toilet was available.

Measurement of the workrooms disclosed the fact that none were overcrowded beyond the legal requirement of 250 cubic feet of air space for each person. The factories inspected employed 11,141 persons, 27.5 per cent of whom were males and 72.5 per cent females. The number of employees under 16 years of age was 49 males and 396 females.

As a result of these inspections, the report makes the following recommendations:

No minor under 16 years of age should be employed in factories engaged in the manufacture of tobacco products.

Sufficient air, of suitable temperature and humidity, should be provided. If necessary, mechanical means for accomplishing this should be installed.

Adequate wash, dressing, and lunch rooms, properly separated from the workrooms, should be provided. Employees should not be allowed to remain in the workrooms during lunch hour, and the rooms should be thoroughly aired during this time.

Windows should be kept clean, and artificial lights should be properly arranged and so shaded as to protect the eyes of the workers.

Industrial Accident Commission. Report, 1915. 51 pp.

The report of a commission appointed by the Pennsylvania General Assembly to investigate and report with reference to the advisability of workmen's compensation legislation. The Pennsylvania Legislature in its session of 1915 enacted a compensation act.

Rhode Island.—*Factory Inspection Department. Twenty-first Annual Report. Providence, 1915. 13 pp.*

A brief statistical review of factory inspection work. The report urges the necessity of providing adequate means of egress from factories and workshops in case of fire.

South Dakota.—*State Inspector of Mines. Twenty-fifth Annual Report for the year ending November 1, 1914. 23 pp.*

Contains descriptions of the principal mines of the State and statistics of mine accidents. The report shows only 14 accidents, 4 of which were fatal, during the year. The number of persons employed in mines is given as 3,040, 1,344 of whom were employed under ground.

Tennessee.—*Mining Department. Twenty-fourth Annual Report. Mineral resources of Tennessee, 1914. Nashville, 1915. 147 pp.*

A list of the principal mineral products of the State is given, including the character and condition of the mine, its production, employees, wages, days in operation, and industrial accidents.

The report shows 24 fatal and 129 nonfatal accidents in the Tennessee coal mines. The average number of persons employed is given as 10,948.

Utah.—*Department of Mines and Mining. Tenth Biennial Report, 1913 and 1914. Salt Lake, 1915. 149 pp.*

Contains in detail the results of the inspection work of the department, fatal accidents, and coal production. A total of 16 fatal and 63 nonfatal accidents was reported to the department during the period. The number of men employed is given as 4,641.

Vermont.—*Factory Inspector. First Biennial Report. Rutland, 1914. 47 pp.*

Reviews the operations of the factory inspector and gives detailed reports of fatal accidents and a summary of nonfatal accidents. The inspector submits certain suggestions for new legislation in regard to reporting accidents, sanitation of factories, fire escapes, opening of doors outward, handrails for stairs, elevator guards, the guarding of machinery, heating and ventilating, and the protection of stone cutters from stone dust.

Virginia.—*Bureau of Labor and Industrial Statistics. Seventeenth Annual Report, 1914. Richmond, 1914. 192 pp.*

Devoted chiefly to statistics of the various industries of the State, showing capital invested, value of product, wages paid, and the wage rates for the various occupations. The section devoted to the enforcement of labor laws gives the permits issued allowing employment of children between the ages of 12 and 14, gives the results by industries of the bureau's inspection and shows in detail the record of prosecutions against persons violating the labor laws. Report on coal mines shows a total of 26 fatal and 320 nonfatal accidents during 1914.

Washington.—*Bureau of Labor. The safety-first movement in factories, mills, and workshops in the State of Washington for 1914. 24 pp.*

Shows the work in the interest of safety and the progress of the movement in Washington.

Inspector of Coal Mines. Sixteenth Biennial Report for the period ending December 13, 1914. Olympia, 1915. 117 pp.

Gives statistics of mine production, including also days in operation and wages. The report shows 22 fatal accidents in 1913 and 17 in 1914 and 773 nonfatal accidents in 1913 and 831 in 1914.

West Virginia.—*Bureau of Labor. Twelfth Biennial Report, 1913 and 1914. 218 pp.*

Contains sections on statistics of manufactures, the work of inspection, labor unions in West Virginia, oil and gas industries, an industrial directory of the State, and the labor laws of West Virginia.

Wisconsin.—*Industrial Commission. Labor camps in Wisconsin. 48 pp.*

Contains the result of a special investigation of 65 camps, capable of accommodating 5,000 men. The investigation included railroad camps of all important roads in the State, lumber camps, ice camps, and also camps of dock laborers, sugar-beet laborers, paper-mill workers, and laborers employed on the country roads.

Industrial Commission. Report of old-age relief, issued March 1, 1915. 76 pp.

The report contains sections on the problem of old-age dependence, methods of old-age relief, proposed plans of old-age relief, condition of the aged in Wisconsin, and foreign systems of old-age relief.

Industrial Commission. Employment forbidden to children under 16 years of age, issued January 1, 1915.

The prohibitive employments contained in this order are in two classes—those where any child under 16 years of age may not be employed, and those where any child under 18 years of age may not be employed.

FOREIGN COUNTRIES.

Australia (Commonwealth).—*Bureau of Census and Statistics, Labor and Industrial Branch. Report No. 3 (manufacturing industries in Commonwealth, 1912). Melbourne. 58 pp.*

Contains the results of a special census of manufactures in November, 1912; covers 14,878 establishments employing 292,329 workmen. Wage returns were obtained from 96 per cent of all establishments reporting, including 97 per cent of the total number of employees reported. The total amount of wages paid during the week ending November 30, 1912, was obtained, together with the number of employees exclusive of managers, superintendents, accountants, and clerks, but inclusive of outworkers. Classified wages were reported for these, and for pieceworkers the average weekly earnings.

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NUMBER OF EMPLOYEES IN MANUFACTURES, CLASSIFIED BY INDUSTRIES, NOVEMBER, 1912.

| Industrial class. | New South Wales. | Victoria. | Queensland. | South Australia. | West Australia. | Tasmania. | Commonwealth. |
|------------------------------|------------------|---------------|---------------|------------------|-----------------|--------------|----------------|
| MALES. | | | | | | | |
| Raw material..... | 3,303 | 2,573 | 484 | 817 | 198 | 212 | 7,587 |
| Oils and fat..... | 818 | 497 | 119 | 192 | 55 | 17 | 1,698 |
| Stone, clay, etc..... | 5,757 | 3,536 | 563 | 1,237 | 510 | 206 | 11,809 |
| Wood working..... | 8,138 | 6,027 | 3,667 | 1,538 | 5,353 | 1,766 | 26,489 |
| Machine industries, etc..... | 24,595 | 17,931 | 6,196 | 7,431 | 3,160 | 1,473 | 60,786 |
| Food, drink, etc..... | 9,662 | 8,782 | 8,459 | 2,489 | 1,224 | 888 | 31,504 |
| Clothing, etc..... | 6,095 | 7,838 | 1,515 | 1,107 | 423 | 449 | 17,427 |
| Printing, etc..... | 5,427 | 4,707 | 1,422 | 1,121 | 674 | 409 | 13,760 |
| Musical instruments..... | 337 | 159 | ----- | 18 | ----- | ----- | 514 |
| Arms, explosives, etc..... | 250 | 225 | ----- | 3 | ----- | ----- | 478 |
| Vehicles, saddlery, etc..... | 3,788 | 3,883 | 1,330 | 1,326 | 515 | 396 | 11,238 |
| Shipbuilding, etc..... | 2,457 | 160 | 312 | 146 | 22 | 44 | 3,141 |
| Furniture, etc..... | 3,027 | 2,447 | 903 | 1,056 | 481 | 308 | 8,222 |
| Drugs, chemicals..... | 670 | 1,082 | 28 | 335 | 183 | ----- | 2,298 |
| Scientific instruments..... | 66 | 66 | 15 | 5 | 10 | ----- | 162 |
| Jewelry, etc..... | 567 | 813 | 75 | 150 | 71 | 27 | 1,703 |
| Heat, light, power..... | 3,308 | 2,248 | 725 | 658 | 339 | 303 | 7,581 |
| Leatherware (n. e. l.)..... | 254 | 321 | 45 | 17 | 16 | ----- | 653 |
| Minor wares (n. e. l.)..... | 525 | 1,228 | 86 | 142 | 68 | 29 | 2,078 |
| Total..... | 79,044 | 64,523 | 25,944 | 19,788 | 13,302 | 6,527 | 209,128 |
| FEMALES. | | | | | | | |
| Food, drink, etc..... | 2,903 | 3,188 | 468 | 474 | 151 | 183 | 7,367 |
| Clothing, etc..... | 17,457 | 26,564 | 5,710 | 3,980 | 2,003 | 1,048 | 56,762 |
| Printing, etc..... | 1,953 | 2,094 | 526 | 518 | 180 | 81 | 5,352 |
| All others..... | 2,046 | 2,332 | 195 | 165 | 95 | 55 | 4,888 |
| Total..... | 24,359 | 34,178 | 6,899 | 5,137 | 2,429 | 1,367 | 74,369 |

Bureau of Census and Statistics, Labor and Industrial Branch. Report No. 4 (expenditure on living in the Commonwealth, November, 1913). Melbourne. 36 pp.

An investigation of the cost of living by means of household budgets covering four weeks (November 2 to 29, 1913). Number of books sent out 7,000, and number returned filled out 417, or 6 per cent; 25 rejected, and returns based on 392 complete family budgets. The average number of persons per family was 5.1. Of the total number of families 183 were those of skilled laborers; unskilled laborers, 84; clerks, 43; professional men, 34; commercial employees, 35; agricultural laborers, 2; the remainder not specified. The average weekly income of all 392 families was £3 16s. 8d. (\$18.65), and the average weekly expenditure was £3 13s. 6d. (\$17.88). Fifty-six and one-tenth per cent of all the families were dependent on the income of the husband alone. The percentage of expenditures classified thus:

| | |
|---------------------|---------------|
| Housing..... | 12.36 |
| Food..... | 41.16 |
| Clothing..... | 13.61 |
| Fuel and light..... | 4.53 |
| Other..... | 28.34 |
| Total..... | 100.00 |

Bureau of Census and Statistics, Labor and Industrial Branch. Report No. 5 (prices, cost of living, wages, trade-unions, unemployment, and general industrial conditions, 1913-14). Melbourne. 131 pp.

Contains information in summarized form regarding trade-unions, unemployment, rents, cost of living, and general industrial conditions which have been

the subject of investigation since 1913 by the Commonwealth Bureau of Census and Statistics.

Bureau of Census and Statistics. Official Yearbook of the Commonwealth of Australia, containing authoritative statistics for the period 1901-1913 (No. 7, 1914). 1098 pp.

The material in this book is classified in 34 sections, of which sections 27 and 33 are of interest to labor. Section 27 contains information concerning trade-unionism and industrial legislation in Australia, and section 33 summarizes labor and industrial statistics of various kinds, such as those relating to labor organizations, fluctuations in employment and unemployment, changes in rates of wages, current rates of wages in different States, retail prices, house rents, cost of living, and wholesale prices.

Court of Conciliation and Arbitration. Annual Arbitration Reports, 1913 (vol. 7).

These are in the form of the usual reports of courts of record. The first case arising under the Arbitration (Public Service) Act, 1911, that concerning wages and conditions of employment of mechanics and others in the telephone and telegraph service, is here reported. The court increased the minimum of 1900 for mechanics in telephone service on three grounds: (1) increased living cost; (2) increased complexity of work required of employees; (3) demand for greater efficiency in the service. Hours were reduced to 44 per week to conform to indoor clerical employments. Replying to the claim of the trade-unions for promotions based on seniority, the court said: "Efficiency is the first consideration, and seniority comes into account only when efficiency is equal" (p. 18). Replying to the argument that security of tenure, leave of absence, etc., for Government employees should militate against increase of wages, the court said:

"But (1) these are not absolute privileges; they depend largely on the discretion of the chief officers or other authorities, and on the conduct of the officers as it appears to these authorities; (2) certain of these privileges are commonly extended now to outside employees by industrial awards and industrial agreements; (3) a man who becomes a public servant renounces forever the chance which, even still, many outside the service would have of becoming their own masters; (4) it can not be supposed that the public of Australia, in granting such privileges as these, meant that they should be a ground for giving less wages than would otherwise be proper, or that the public servants should purchase the privilege out of their wages; (5) it is the interest of the public, an interest which this court should regard as supreme, to attract men as good as can be found to the service of such public utilities" (p. 13).

In the case of the Federated Gas Employees' Industrial Union v. The Metropolitan Gas Co. et al., regarding the fixing of a minimum wage, the court held:

"I refuse to be affected by the fact that one of the employers, whether by skillful management, or by enterprise, or by the hugeness of its output, or by its good fortune, can make very large profits. The minimum wage * * * must be primarily based on the needs and the qualifications of the class of workers concerned—not usually, on the affluence of the employer. If the conditions and the merits of the class of workers are substantially the same in the several companies, I ought to prescribe the same minimum; otherwise if I increase the minimum by reason of wealth, I must reduce the minimum by reason of poverty, and the object of the minimum wage would be defeated" (p. 72).

Department of the Treasury. Old-age Pensions: Statement for the twelve months ending June 30, 1914. [Melbourne, 1914.] 12 pp.

Contains a report of operations under the Invalid and Old-age Pensions Act of Australia, 1909. There are reported 104,645 pensioners on the rolls June 30, 1914 (87,780 old-age, 16,865 invalid), to whom there was paid in pensions during the year £2,579,265 (\$12,551,994). The average pension paid for the two-week period ending June 30, 1914, was 19s. 5d. (\$4.72). The cost of administration was reported as 1.8 per cent of the total paid in pensions and asylum-benefit payments.

NEW SOUTH WALES.—Commission of Inquiry into the Question of the Housing of Workmen in Europe and America. Sydney, 1913. 283 pp. Illustrations, maps, diagrams:

This is the report of a commission appointed by the Governor of New South Wales, August 22, 1912. There are discussed such topics as: The housing problem; housing conditions to-day, causes and effects; general trend of legislation; housing by the State; municipal housing; housing by industrial companies; housing by associations; copartnership housing; garden cities; tenement or block dwellings versus cottages; possibility of building good houses cheaply; town planning as preventive of future evils. Legislation is recommended looking toward (1) a general housing and town planning act; (2) an amendment of the public health, building, and roads acts so as to permit of a graduated width of streets for different purposes, requiring minimum standards as to size of lots, regulating buildings thereon, etc., minima as to height and ventilation, air space and overcrowding; and (3) provision of rural villages for city workers. A housing and town planning act should lodge general control in a branch of the local government for that purpose, and provide for the maintenance of full and accurate statistics in regard to housing; the duties of municipalities and counties should comprise careful inspection, power to demolish slum areas and rebuild, to lay out and purchase land for housing purposes, create a connected system of parks, boulevards, and playgrounds, control factory areas, etc.

Copartnership housing should be encouraged by the loan of moneys from the savings bank or from a special fund, while the State should also give direct assistance in providing proper transportation facilities to garden city centers. Organization of household service on a common basis is suggested.

Industrial Arbitration Court. The Industrial Arbitration Reports, 1914 (Vol. XIII —6 parts.) Sydney.

Contains the reports of cases contested and industrial agreements entered into under the Arbitration and Conciliation Act. In the case of *The Minister v. Smith et al.*, under an award affecting a transfer company of Newcastle and its employees, it was provided that the drivers of wagons should assist one another in loading. Upon the refusal of the men to do this, but otherwise continuing their work, the court held, as follows: "That where men in concert refuse to work under the existing conditions of their employment, that then that act constitutes a strike, and the mere fact that they are permitted to continue in the employment without being dismissed, even though the employer does not assent to their refusal, does not deprive or destroy the character of strike which those acts constitute" (p. 170).

The war having caused considerable disturbance in industry, it became a problem for the different conciliation boards as to how to meet the demands for increases in wages in the making of new agreements. The question was appealed to the court, which, after a somewhat lengthy discussion of the general economic questions arising out of the war, used the words following:

"Government employees and workers in the position of Government employees must not look at present for higher wages; * * * even as to other workers, the presumption is against any claims for increases. That presumption may be displaced in special cases, but the burden rests upon the applicants for higher rates or shorter hours to do so. The main ground upon which they must base it is, * * * can the increase asked for be given without detriment to the public interest? * * *

"Why are improved conditions not to be granted even in industries which have been improved owing to the war? The answer is that claims for improved conditions should certainly be heard if what we were considering was the condition created in the industry by the war, and not the condition created in the community by the war. If an industry is prospering, the employees get plenty of work and the employers plenty of business and both benefit, while in other industries work is dull and both suffer; but if any output at all is loaded with heavier expenses, those expenses must be borne by the community. It might very well be that to increase the output cost in a prosperous industry would hit the public harder than to increase it in a depressed industry. Perhaps a case in which an industry is prospering, not through mere increased consumption of the product at the same price but through higher prices being demanded for the product simply because the war made it specially necessary, might be an exception" (pp. 311, 312).

QUEENSLAND.—*Department of Labor. Report of the Director of Labor and Chief Inspector of Factories and Shops for the year ending June 30, 1914. Brisbane, 1914. 131 pp.*

A part of the report relates to the labor market and the activities of the public employment bureaus. During the year 1913-14, 10,120 applications were made for positions, 8,934 applications for help were made, and 7,035 places were found. On March 31, 1913, there were reported 2,491 registered factories; on March 31, 1914, 2,643. The number employed March 31, 1909, was 22,152; on March 31, 1913, 28,666; and on March 31, 1914, 29,117. Of the total males employed as of March 31, 1914, 19 were 13 years of age; 369, 14 years; 637, 15 years; 933, 16 years, and 824, 17 years of age. Among females the numbers for the corresponding years of age was 14, 335, 594, 815, and 851. Detailed tables are presented showing wages in different occupations and overtime work.

TASMANIA.—*Chief Inspector of Factories. First Annual Report of the Chief Inspector of Factories on the Factories, Wage Boards, and Shops Closing Acts. Hobart, 1912. 60 pp.*

The period covered by the report dates from April 1, 1911, to June 30, 1912. There is presented a summarized analysis of the acts subject to the administration of the factory inspector, who is under the direction of the Department of Public Health. Of the 7,704 employees working in 896 registered factories at the end of October, 1911, 79 per cent were male and 21 per cent female, while at the end of June, 1912, in 938 registered factories, in which there were 7,841 employees, 80 per cent were males and 20 per cent females. The percentage of employees in 1911 between 14 and 16 years of age was 7.4, while in 1912 it had declined to 6.6 per cent. Of the 958 factories registered in 1911, 311 were inspected by local authorities; and in 1912, of 887 registered, 327 were inspected by the same authorities. Under the Wages Board Act boards had been organized for 20 trades; 42 licenses to hire aged, slow, and infirm workers had been granted.

WESTERN AUSTRALIA.—*Colonial Secretary's Office. Reports of proceedings before the court of arbitration (vol. 12). Perth, 1913. 294 pp.*

Contains a report of cases before the court of arbitration or its president, and agreements entered into. There are several appendixes, in one of which there are listed the minimum wages for certain designated classes, declared and enforced by the court from time to time through its proceedings, and also a table showing wages payable to workers in the gold mining and copper mining industries under various awards of the court and under industrial agreements up to December 31, 1912.

Denmark.—*Arbejds- og Fabriktilsynet. Beretning om Arbejds- og Fabriktilsynets Virksomhed. April 1 to December 31, 1913. 40 [41] pp.*

Concerns the enforcement of the general factory law of 1901, the safeguarding of machinery law, 1889 (both consolidated and amended 1913), the steam-boiler inspection laws, 1875 and 1896, the bakery inspection law, 1912, and the law on the employment of seasonal immigrant labor, 1912. The inspectorial staff consists of a director, two office associates, a clerk, a technical associate, 18 male inspectors and one female inspector, together with two consulting experts. In conformity with the above laws, 26,187 inspections were made (4,913 under factory law), while the number of establishments was 26,661, a ratio of 93 inspections to every 100 establishments. There were 39 prosecutions under the factory law, the largest number (17) due to a failure to keep proper registers of employees and to post notices. The fines assessed amounted to 980 crowns (\$262.64). Under the bakery law there were 138 prosecutions, giving rise to fines of 2,222 crowns (\$595.50).

The report also contains a list of orders issued in pursuance of the laws mentioned above.

Statistiske Departement. Statistik Aarbog. 19de Aargang, 1914. Copenhagen, 220 [224] pp.

This is the 19th issue of the Danish statistical yearbook; it contains a classified table of contents both in the vernacular and in French, divided into 12 sections, together with an index. Of interest to labor are section 2, a part of which contains tables of retail and wholesale prices, with index numbers of the latter, and section 5, relating wholly to labor statistics, presenting statistical information concerning social insurance, unemployment, employment agencies, strikes and lockouts, hours of labor, wages of both industrial and agricultural laborers, trade-union statistics, employers' associations, cooperation, old-age pensions, and sick-benefit funds.

France.—*Commission Supérieure de la Caisse Nationale des Retraites pour la Vieillesse. Rapport. Année 1913. Paris, 1914. 109 pp.*

Contains account of operations under the old-age and invalidity pensions acts of 1886, 1898, and 1910 (see Twenty-fourth Annual Report of this Bureau, 1909. Washington, 1911. pp. 831-945). The number of persons in receipt of pensions on December 31, 1913, was 362,876, whose average annual pension amounted to 132 francs (\$25.48); five years previous (1908) the number of pensioners was 306,736, whose average annual pension was 131 francs (\$25.28).

Germany.—*Reichsamt des Innern. Jahresberichte der Gewerbe-aufsichtsbeamten und Bergbehörden für das Jahr 1913 (4 vols.). Berlin, 1914.*

The annual reports of the factory and mine inspectors are, as usual, compiled separately for each State of the Empire with a statistical summary in the final volume of the set. The total number of establishments in the empire subject to inspection in 1913 was 324,524, employing 7,386,173 workers, as com-

pared with 311,582 establishments in 1912, which employed 7,271,725 workers. The number of establishments inspected in 1913 was 56 per cent of the total, as compared with 54.6 per cent in 1912. The inspections of 1913, however, covered only 83.3 per cent of the total employed, while those of 1912 covered 84.6 per cent of the employed force.

The total factory inspection force of the States of the Empire numbered 569 persons, including district heads, factory inspectors, scientific experts, and women inspectors; the number of mine inspectors was 123.

For further details concerning factory inspection in Germany reference is made to Bulletin 142 of this Bureau.

Great Britain.—*Board of Education. Correspondence relating to school attendance between the board of education and certain local education authorities since the outbreak of war. London, 1915. 19 pp.*

Relates to the possibility of exemption from school attendance of children 13 years of age and over in order that these may be employed to assist in the harvesting of the crop, etc., pending the dearth of labor during the war.

Board of Trade (Department of Labor Statistics). Industrial Directory of the United Kingdom for 1914. London, 1914. 287 pp.

This is the ninth publication of its kind. There are listed 1,528 employers' associations, excluding such organizations as chambers of commerce, of agriculture and of shipping, trade protection and insurance societies, and associations existing for objects of a purely commercial or technical character. The list of trade-unions numbers 1,133; there are listed 111 federations of trade-unions, 284 trades councils, and 4 federations of trades councils. Included are also 340 voluntary permanent conciliation and arbitration boards and standing joint committees. Among other associations enumerated are 3,346 cooperative societies and 554 friendly societies.

Board of Trade (Department of Labor Statistics). Seventeenth Abstract of Labor Statistics of the United Kingdom. London, 1915. 348 pp.

This is in the nature of a statistical yearbook relating to labor; the subject matter is classified into 11 main sections: Employment; production and consumption; wages and hours of labor; wholesale and retail prices; cost of living; industrial diseases and accidents; national insurance, workmen's compensations, and old-age pensions; strikes and lockouts, and conciliation and arbitration; associations of employers and workpeople; growth, movement, housing, ages, and occupations of the population; and savings banks and pauperism. The figures generally relate to the year 1913, although in a few instances those for 1914 are available.

Board of Trade. Report on the state of employment in the United Kingdom in October, 1914. 41 pp.

Report on the state of employment in the United Kingdom in December, 1914. 9 pp.

The returns for October were based on reports from over 20,000 industrial concerns, while the report for December covers 23,000 industrial concerns. The number of workpeople involved was approximately 4,000,000, or about 43 per cent of the industrial population of the Kingdom. A summary table follows.

STATE OF EMPLOYMENT IN THE UNITED KINGDOM DURING SEPTEMBER, OCTOBER AND DECEMBER, AS COMPARED WITH THE PERIOD BEFORE THE WAR.

| | Males. | | | Females. | | |
|---|------------------|------------------|------------------|------------------|------------------|------------------|
| | September. | October. | December. | September. | October. | December. |
| | <i>Per cent.</i> | <i>Per cent.</i> | <i>Per cent.</i> | <i>Per cent.</i> | <i>Per cent.</i> | <i>Per cent.</i> |
| Employed in July..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Still on full time..... | 60.2 | 66.8 | 65.6 | 53.5 | 61.9 | 66.9 |
| On overtime..... | 3.6 | 5.2 | 13.0 | 2.1 | 5.9 | 10.8 |
| On short time..... | 26.0 | 17.3 | 10.8 | 36.0 | 26.0 | 19.1 |
| Reduction in numbers employed..... | 10.2 | 10.7 | 10.6 | 8.4 | 6.2 | 3.2 |
| Known by employers to have joined the forces..... | 8.8 | 10.6 | 13.3 | | | |
| Net displacement (-) or replacement (+)..... | -1.4 | - .1 | + 2.7 | -8.4 | -6.2 | -3.2 |

Central Committee on Women's Employment. Interim Report. London, 1915. 42 pp.

This is the report of the committee appointed by Parliament on August 20, 1914, to consider the opportunities for employment for women left unemployed on account of the war. The committee studied the possibility of opening up new trades for women, but little actual work was attempted along that line. Two schemes, however, were put into operation. The first, promoted by the Board of Agriculture, consisted of opening a canning factory at Studley College; the second scheme was an experiment in the employment of working girls in fruit growing at Radlett. The experiments were reported as successful.

Home Department. Explosions in Mines Committee. Sixth Report. London, 1914. 17 pp.

Contains a brief report upon the effect of small quantities of gas on the inflammability of equal mixtures of coal dust and incombustible dust, concerning watering of coal dust, and concerning experiments with various incombustible dusts. Among the conclusions set forth are the following: (1) The presence of fire damp may slightly facilitate the inflammation of pure coal dust, yet it does not diminish appreciably the protective effect of incombustible dust; (2) the wetting of coal dust in a gallery can best be effected by a fine mist, which sinks into and is absorbed by the dust; (3) all protective action of dust is mainly dependent upon its fineness and not upon its chemical composition; (4) the reduction of the oxygen content of air to as low as 17 per cent does not seem to insure freedom from explosions.

Home Office. Mines and Quarries. General Report, with statistics, for 1913 (3 vols.). London, 1914.

Part 1 consists of statistics of persons employed, output, accidents, etc., arranged according to inspection districts; part 2 shows details regarding labor; and part 3 concerning output.

According to this report, the total number of persons employed in and about mines and quarries in the United Kingdom for 1913 was 1,236,211, of whom 1,155,302 were employed in and about mines and 80,909 in and about quarries. Of the persons employed in mines 926,359 worked under ground. There were 6,748 females employed above ground in or about mines. A summary table of persons employed follows.

PERSONS EMPLOYED AT ALL MINES UNDER THE COAL AND METALLIFEROUS MINES REGULATION ACTS, CLASSIFIED ACCORDING TO AGE AND SEX.

| | Kind of mine. | | | | |
|--|---------------|-------------|--------------|----------------|--------------------------|
| | Coal mines. | Iron mines. | Other mines. | Total in 1913. | Total in preceding year. |
| Number of mines at work..... | 3,121 | 141 | 660 | 3,922 | 3,910 |
| UNDERGROUND. | | | | | |
| Males: | | | | | |
| Under 16 years of age..... | 51,005 | 315 | 481 | 51,801 | 50,678 |
| Over 16 years of age..... | 844,852 | 13,733 | 15,973 | 874,558 | 844,807 |
| Total, underground..... | 895,857 | 14,048 | 16,454 | 926,359 | 895,485 |
| ABOVEGROUND. | | | | | |
| Males: | | | | | |
| Under 14 years of age..... | 5,517 | 53 | 13 | 5,583 | 4,664 |
| 14 to 16 years of age..... | 16,016 | 374 | 618 | 17,008 | 15,704 |
| Over 16 years of age..... | 186,940 | 3,531 | 9,133 | 199,604 | 194,633 |
| Total males..... | 208,473 | 3,958 | 9,764 | 222,195 | 215,001 |
| Females: | | | | | |
| Under 14 years of age..... | 31 | | | 31 | 39 |
| 14 to 16 years of age..... | 911 | | 17 | 928 | 912 |
| Over 16 years of age..... | 5,612 | 6 | 171 | 5,789 | 5,720 |
| Total females..... | 6,554 | 6 | 188 | 6,748 | 6,662 |
| Grand total, aboveground..... | 215,027 | 3,964 | 9,952 | 228,943 | 221,663 |
| Total underground and aboveground. | 1,110,884 | 18,012 | 26,406 | 1,155,302 | 1,117,148 |
| Percentage of total number..... | 96.1 | 1.6 | 2.3 | 100.0 | 100.0 |
| Comparison of total number employed with that of preceding year..... | +38,491 | +53 | -390 | +38,154 | +20,910 |

Home Office. Report on Conferences between Employers, Operatives, and Inspectors concerning the Precautions necessary for Health and Safety in Tinplate Factories. London, 1914, 12 pp.

Contains reports of the conferences as stated, as well as the rules which were adopted after agreement.

Home Office. Thirty-eighth Annual Report of His Majesty's Inspectors of Explosives. London, 1914. 53 pp.

Contains a report of the annual operations under the Explosives Act of 1875, and relates to the manufacture, storage, packing, and transportation of explosives, number of accidents, etc. In the manufacture of explosives there were reported during the course of the year 86 accidents, causing the death of 13 persons. As these fatalities were due to only five explosions, it is apparent that the larger portion of the accidents were free from fatal results. However, the number of deaths is in excess of the yearly average (6.9) for the preceding 10-year period. The number of accidents occurring in the use of explosives in the course of the year was 403, causing 48 fatalities. Contains summary paragraphs as to accidents in handling explosives, etc., in various countries.

Local Government Board. Government Belgian Refugees Committee. First Report. 62 pp. Minutes of Evidence. London, 1914 and 1915. 224 pp.

Contains a report of the activities undertaken by the Local Government Board for the care of Belgian refugees in England. Up to the time of this report (1914) it was estimated that about 1,000,000 persons, or nearly a sixth of the total population, had abandoned Belgian soil; of these some 500,000 or more were reported to have fled to Holland, while in England about

110,000 had arrived. The remainder were reported to have fled to France. The principal work of the committee consisted in finding positions for these refugees, although only 607 were reported (Dec. 21) to have been placed through the labor exchanges. The reason why so small a number had been placed was explained by the fact that the machinery for notifying the vacancies to the refugees was defective, and that the labor exchanges were required to conform to certain arduous conditions, viz, (1) that they must not send unmarried men of military age to employers, (2) that they must not supply Belgians until they are satisfied that no suitable British laborers are available, and (3) that they must not supply Belgians until they are satisfied that the wages paid are equal to those paid by good employers.

Local Government Board. Housing by Local Authorities. London, 1915. 13 pp.

Contains statement of receipts and expenditures by the London County Council and various local authorities for the housing of the working classes under the acts of 1890 and 1903. The average yearly receipts during a three-year period are reported as £69,542 (\$338,426). The average yearly expenditures for the same period, including loan charges, are £64,511 (\$313,943).

Local Government Board. Report of the Special Work of the Local Government Board Arising out of the War. (Up to 31st December, 1914.) London, 1915. 42 pp.

Statement of the relief work of various kinds necessitated by conditions arising from the war, which were met largely by distributing war and other Government contracts so as to provide the greatest amount of employment, and by providing new work on roads, etc. The Government road board arranged to make grants to the extent of £450,000 (\$2,189,925) to be placed on projects involving an expenditure of over £1,000,000 (\$4,866,500).

Local Government Board. Unemployed Workmen Act, 1905, Report as to the Proceedings of Distress Committees in England and Wales and of the Central Unemployed Body for London during the year ended March 31, 1914.

There were received, in England and Wales, 24,300 applications for out-of-work assistance, of which number 16,349 were acted upon favorably. Of those so acted upon about 50 per cent were made by casual laborers, 18 per cent by those in the building trades, and 10 per cent by those engaged in the work of hauling and drayage and messenger service. During this same year (1913-14) 9,803 were provided with work, as compared with 18,409 for the year preceding, during which latter year the applications favorably acted upon numbered 30,662.

Local Government Board. 43d Annual Report, 1913-14. London, 1914 and 1915. 4 vols.

Consists of 3 separate parts and a supplementary volume. Part 1 relates to the administration of the Poor Law, the Unemployed Workmen Act, 1905, and the Old Age Pension Acts. The Pension Acts administration report shows 984,131 pensioners on March 27, 1914, an increase of 1.7 per cent over March 27, 1913.

Part 2 relates to housing and town planning. "The problem of the housing of the working classes in England and Wales is undoubtedly one of the most serious social problems of the present day, and the attention which it has received both in and out of Parliament during the past few years shows no signs of abatement" (p. v).

Part 3 relates to the administration of the public health laws and local administration and taxation and valuation while the supplement contains the re-

port of the medical officer, the third section of which relates to infant mortality. Since 1901 there has been apparent a marked decline in the infant mortality rate, as well as in the death rate, for children under 5 years of age. "It will be seen that over 21 per cent of the total deaths in infancy and nearly 33 per cent of the total deaths in the first five years of life are due to various infective diseases. * * * The problem of saving child life and securing the correlative improvement in standard of health of survivors to higher ages evidently consists very largely in the prevention of infections, including diarrheal diseases and acute respiratory diseases" (p. xvii).

National Health Insurance Joint Committee. Outworkers' Committee (Ireland). Report (Vol. I). London, 1914. 23 pp.

Considers the advisability of extending the National Health Insurance Act to outworkers in Ireland. For practical reasons this extension was not deemed advisable, as the act in force makes no provision for the extension of medical benefits to those to whom it applies in Ireland, and the outworkers in Ireland, scattered over the agricultural districts, would therefore get very slight benefits for any contributions assessed upon them.

BIRMINGHAM.—Juvenile Employment Exchange. Report on Birmingham Trades. London, 1913. 6 vols.

A series of six pamphlets describing the more important trades, indicating the possibilities for work and the possible wages therein.

BRADFORD.—Education Committee. Occupations open to Young People in Bradford. [Bradford, 1913.] 6 vols.

A series of six pamphlets which deal with a group of related occupations, consisting of a description of the occupations, together with the possible wages which may be earned in them. It includes such occupations as the building trades, engineering trades, woolen and worsted trades, printing, metal trades, boots and shoes, and other leather work, etc., together with some of the professions such as that of accounting, architecture, teaching, civil service, etc.

LONDON.—County Council. Training and Employment of Boys in the Building Trades of London. London, 1914, 26 pp., 19 full page charts.

A study based on census figures concerning the number of boys employed in the building trades in London. On the whole, it appeared that there was a sufficient supply of boys in training for most vacancies offered in the building trades, but that there was not a sufficient number of openings to receive all those who applied.

Netherlands.—Departement van binnenlandsche zaken. Algemeen Verslag van Hetgeen met Betrekking tot Verbetering der Volkshuisvesting in de Gemeenten is Verricht in het jaar 1912. The Hague, 1914. 204 pp.

Contains report on operations under the Dutch housing law of 1901 relating to health and hygiene of dwellings, expropriation of land for housing purposes, and State loans to municipalities and building associations. During the year 1912, to which the report relates, 105 dwellings were declared uninhabitable and subject to remodeling or destruction. Seventy-five loans for housing purposes were allowed by the State to different municipalities and building associations to the amount of 6,491,271.61 florins (\$2,609,491.19), bringing the total loans under the act (1905-1912) up to 15,189,841.51 florins (\$6,106,316.29). Repayments made during the same period amounted to 548,079.45 florins (\$220,327.90). Sixty-six new housing associations were registered during the year as entitled to housing loans, bringing the total on December 31, 1912, up to 224. For further information on housing in the Netherlands, reference is made to Bulletin 158 of this Bureau.

Centraal Bureau voor de Statistiek. Uitkomsten der Beroepstelling in her Koninkrijk der Nederlanden Gehouden op den een en dertigsten December, 1909. The Hague, 1912-13. 5 vols. (Bijdragen tot de Statistiek van Nederland. New Series. No. 167.)

These 5 volumes constitute the occupational census of the Netherlands of December 31, 1909, the final volume of which was only recently received (Apr. 19, 1915) by the Bureau. All persons engaged in gainful occupations are here listed, classified by town and commune or other geographical division, by sex, age, and civil status, and by industrial group. No minimum age is indicated, the lowest age classification constituting that group of persons 12 years of age and under. No text or summary tables of any kind are presented. Persons engaged in each specified occupation are classed in one of four groups: (1) Employers and heads of establishments of their own ownership; (2) employers and heads of establishments for others; (3) employees who direct others, i. e., managers, superintendents, etc.; (4) workers or laborers. Thirty-three principal industrial groups are recognized, together with those retired, not reported, or without occupation, as follows: (1) Clay, pottery, and stone; (2) Precious stones; (3) Printing and lithographing; (4) Building, including cleaning of buildings and streets; (5) Chemical industries (oils, varnish, paints, explosives); (6) Wood working, mill work, etc.; (7) Clothing and cleaning thereof; (8) Art industries; (9) Leather, oil cloth, rubber; (10) Mining and peat digging; (11) Metals; (12) Machinery and machine tool manufacture; (13) Ship and boat building; (14) Paper; (15) Textiles; (16) Manufacture of gas and electric power; (17) Foods and drinks; (18) Agriculture; (19) Fishing and hunting; (20) Commerce and trade; (21) Transportation; (22) Banks and credit institutions; (23) Insurance; (24) Liberal professions; (25) Teaching, exclusive of public schools; (26) Care of the poor, sick, and other dependents; (27) Domestic service; (28) Casual laborers; (29) Civil service of the State; (30) Civil service of the Provinces; (31) Civil service of municipalities (not including public works); (32) Canal and waterworks; (33) Clergymen, religious workers, etc.; (34) Retired on pension; (35) Not reported; (36) Without occupation.

NUMBER OF PERSONS IN GAINFUL OCCUPATIONS IN THE NETHERLANDS, DEC. 31, 1909.

| | Industry groups. | Male. | Female. | Total. |
|---|------------------|-----------|-----------|-----------|
| Manufacturing and mechanical pursuits..... | 1-17 | 675,784 | 114,353 | 790,137 |
| Agriculture, fishing, animal husbandry..... | 18,19 | 529,692 | 112,401 | 642,093 |
| Trade and transportation..... | 20-23 | 378,829 | 63,181 | 442,010 |
| Professional service ¹ | 24,25,33 | 33,718 | 18,958 | 52,676 |
| Public service ² | 29-31 | 64,945 | 9,729 | 74,674 |
| Domestic and personal service..... | 26,27 | 13,086 | 222,323 | 235,409 |
| Canal and water works..... | 32 | 2,103 | 12 | 2,115 |
| Casual laborers..... | 28 | 22,445 | 30 | 22,475 |
| All others..... | 34,35,36 | 1,178,523 | 2,418,063 | 3,596,586 |
| Total..... | | 2,899,125 | 2,959,050 | 5,858,175 |

¹ Excluding public school teachers.

² Excluding labor on public works and some other industrial enterprises like gas works, etc., but including public school teachers.

Departement van Landbouw, Nijverheid en Handel. Verslag omtrent den Staat der Rijksverzekeringsbank. The Hague, 1915. 213, vi. pp. Folded tables and diagrams.

This is a report for the year 1913 of the State insurance bank organized for the administration of the Dutch compensation act of 1901. Compensation is

payable for accidents in the course of employment causing death or disability for over two days; the act covers practically all manufacturing, mining, quarrying, building, and engineering enterprises, and all establishments using power or handling explosive materials, together with transportation and fishing in internal waters; but agriculture is excluded. All workmen, both in private and public employment, are included. During the year 1913 there were reported 82,703 accidents subject to compensation, as compared with 76,496 in 1912, 68,485 in 1911, and 62,963 in 1910. The total number of reported accidents was, however, larger in each year by from 4 to 5 per cent.

AMOUNT PAID IN BENEFITS (MEDICAL COSTS, BURIAL EXPENSES, ACCIDENT COMPENSATION TO DEPENDENTS, ETC.), CLASSIFIED BY INSURANCE CARRIERS, UNDER THE DUTCH COMPENSATION LAW, 1905-1913.

| Year. | State insurance bank. | Employers carrying own risk. | Stock companies. | Total. |
|-----------|-----------------------|------------------------------|------------------|--------------|
| 1905..... | \$266,429.81 | \$37,543.78 | \$334,557.84 | \$838,531.43 |
| 1910..... | 604,290.31 | 46,824.67 | 661,634.35 | 1,312,749.34 |
| 1911..... | 648,024.89 | 56,568.76 | 738,967.18 | 1,443,560.83 |
| 1912..... | 709,039.21 | 66,074.41 | 840,804.88 | 1,615,918.50 |
| 1913..... | 757,056.07 | 75,677.38 | 971,140.67 | 1,803,874.11 |

New Zealand.—Department of Labor. Twenty-second Annual Report of the Department of Labor, 1913. Wellington, 1913. 175 pp. Folded diagrams. Twenty-third Annual Report of the Department of Labor, 1914. Wellington, 1914. 92 pp. Folded diagrams.

These reports cover operations of the public employment department and the activities of the factory inspection service, for each of the financial years ending March 31, 1913 and 1914. The number for whom employment was found in each of the years indicated was as follows:

| | |
|--------------|-------|
| 1910-11..... | 7,102 |
| 1911-12..... | 5,735 |
| 1912-13..... | 5,848 |
| 1913-14..... | 5,645 |

The total for whom employment had been found since the establishment of the labor exchange department in 1891 was 102,009, of whom 56,365 had been placed in Government work and 45,644 in private work. There was expended by the department in the payment of fares for persons to their places of work since the year 1909-10, when such assistance was first given, the sum of £11,306 (\$55,020.65), of which 96 per cent had been repaid. The number of factories and employees for specified years was as follows:

| Year. | Factories. | Factory workers. |
|--------------|------------|------------------|
| 1910-11..... | 12,768 | 78,790 |
| 1911-12..... | 12,847 | (¹) |
| 1912-13..... | 13,375 | 86,598 |
| 1913-14..... | 13,469 | 87,517 |

The number of accidents reported in 1913-14 was 12.61 per thousand, slightly higher than for the previous year. Thirty-eight strikes—35 were reported for the preceding year—were reported during the year, involving 13,731 workers. In December, 1912, the number of trade-unions was reported as 322, and in 1913 as 372, whose membership was 60,622 and 71,544, respectively. Under the

¹ Not reported.

Factory Act 64 prosecutions were taken before the courts, as against 96 in 1913, and under the Works and Shops Act 252 cases in 1913 and 217 in 1912. Convictions were obtained in 63 cases in 1913, and 1 case was dismissed. For the operations of the department in relation to the Conciliation and Arbitration Act reference may be made to Bulletin 167 of this Bureau.

Department of Labor. Workers' Dwellings Act. Yearly statement ending March 31, 1914. Wellington. 7 pp. Illustrated.

This report relates to operations under the Workers' Dwellings Act of 1910, concerning the extension of Government credit to workmen for the construction and purchase of homes. During the year the Board set aside from public land or otherwise purchased 164½ acres to be available for the erection of workers' dwellings in country districts. In 1913 an act permitted counties and municipalities to buy, subdivide, and sell land for the same purpose. During the year 81 dwellings were erected and disposed of by the Board. There was expended in acquiring lands £13,601 15s. 8d. (\$66,193.08); for preparing land for housing purposes £1,215 10s. 10d. (\$5,915.43); for working houses £26,923 14s. 7d. (\$131,034.32); while expenses of administration and traveling amounted to £282 19s. 0d. (\$1,376.97), making a total expenditure for the fiscal year of £42,024 0s. 1d. (\$204,509.80).

For further information concerning the operation of this and similar acts in New Zealand reference may be made to Bulletin No. 158 of this Bureau.

Registrar General's Office. The New Zealand Official Yearbook, 1914. Twenty-third Year of Issue. Wellington, 1914. 1017 pp.

Contains in text and tabular form information concerning economic conditions in New Zealand; it is divided into 28 sections, with a supplement on certain special subjects, appendixes, index, maps, and diagrams. Particularly of interest as relating to labor are section 13 on railroads and their employees, section 18 on mines and mine labor, section 20 on manufacturing industries, section 21 on labor laws, arbitration and conciliation, strikes and lockouts, employment offices, etc., and section 22 on Government financial aid to settlers and workers.

Norway.—Statistiske Centralbyraa. Statistisk Aarbok for Kongeriket Norge. 34te Aargang. Christiania, 1914. 196 pp.

This is the thirty-fourth issue of the statistical yearbook for Norway, containing an analytical table of contents in both Norwegian and French, together with an index by subject matter. Of the 17 sections into which the work is divided those of interest as relating to labor are section 6, on mining and the factory and handworking industries, which show the number of establishments and employees for the latest year available; section 11 on social insurance, summarizing the reports of the State Insurance Institute; and section 13, more particularly devoted to labor conditions, reporting such matters as trade-unions, unemployment, employment offices, number employed in specified industries, strikes and lockouts, and average retail prices.

Riksforsikringsanstalten. Fiskerforsikringen for Aar 1913. Christiania, 1914. 16, 75 pp. (Norges Officielle Statistik. VI: 21.)*

This is a report of operations under the law of August 8, 1908, guaranteeing accident compensation to fishermen in Norway. From 1909 to 1913 there had been paid in premiums 677,638.50 crowns (\$181,607.12), while compensation had been paid to the amount of 816,028.24 (\$218,695.57). The difference between the premiums and the compensation is paid by the State Harbor Fund, so called.

ACCIDENTS REPORTED AND COMPENSATED AND RATE PER 10,000 PERSONS INSURED, FISHERMEN'S ACCIDENT INSURANCE DEPARTMENT, NORWAY, 1909 TO 1913.

| Year. | Number insured. | Accidents reported. | | | | Compensated accidents resulting in— | | | |
|------------|-----------------|---------------------|--------------------|--------|------------------|-------------------------------------|------------------|-------------|------------------|
| | | Com-pen-sated. | Not com-pen-sated. | Total. | Rate per 10,000. | Death. | | Disability. | |
| | | | | | | Num-ber. | Rate per 10,000. | Num-ber. | Rate per 10,000. |
| 1909..... | 91,240 | 422 | 116 | 538 | 59.0 | 186 | 20.4 | 236 | 25.9 |
| 1910..... | 89,925 | 342 | 122 | 464 | 51.6 | 199 | 22.1 | 143 | 15.9 |
| 1911..... | 87,832 | 291 | 92 | 383 | 43.6 | 163 | 18.6 | 128 | 14.6 |
| 1912..... | 87,896 | 260 | 102 | 362 | 41.2 | 131 | 14.9 | 129 | 14.7 |
| 1913..... | 87,038 | 279 | 91 | 370 | 42.5 | 176 | 20.2 | 103 | 11.8 |
| Total..... | 443,931 | 1,594 | 523 | 2,117 | 47.7 | 855 | 19.3 | 739 | 16.6 |

For further information concerning accidents in Norway fisheries, reference is made to Bulletin No. 157 of this Bureau, pp. 139-141.

Statistiske Centralbyraa. Haandverkstøllingen i Norge 1910. Christiania, 1912-1914. 4 vols. (Norges Officielle Statistik. V: 167, 194; VI: 1, 7).

This is a report of the census of handworking trades taken in connection with the census of population December 1, 1910. It is the third of a series of general occupation censuses, having been preceded by that of agriculture, 1907, and of factories in 1909. It includes only those trades not subject to the factory law of 1909, including practically those industries subject to the operation of the so-called law on handicrafts. A supplementary trade exercised by handicraftsmen for three months or more during 1910 was classed as a separate trade. There is presented general information concerning each trade, its nature, income and earnings from it, number of workmen and period during which it has been exercised by each individual, etc. Information concerning the individuals in the trade is presented, showing their age, place of birth, occupation of their parents, education, etc. Detailed information is shown concerning the use of power and power machinery in the handicrafts, quantity and value of production, hours of labor, and wages. The census included 31,766 trades, employing 28,939 additional workmen (not including 42 trades and 24 workers, reported while the report was in process of printing), making the number of persons enumerated 60,705. Of the trades enumerated 4,064, employing 1,547 additional workmen, were exercised as supplementary trades, thus reducing the actual number of handicraftsmen to 27,702, employing 27,392 workmen. The largest proportion of the trades (34.8 per cent) are classified under the clothing and underwear industry, and the next largest proportion (20.6 per cent) under the building industry. Returns as to average earnings were reported for 15,658 independent handicraftsmen; the average earnings for males was 941 crowns (\$252.19) and for females 340 crowns (\$91.12). The largest average annual earnings of those located in the country districts was received by a butcher (826 crowns, or \$221.37), the next largest (773 crowns, or \$207.16) by a barber, and the third largest by a tanner (744 crowns, or \$199.39). In the cities the largest average income (4,208 crowns, or \$1,127.74) was received by a shoemaker, the next largest (2,406 crowns, or \$644.81) by an instrument maker, and the third largest (2,404 crowns, or \$644.27) by a gold and silver smith. Reports were received from employer handicraftsmen

as regards the hours of labor for 23,726 workmen. The average hours were 59.07 per week. This average does not include overtime nor hours worked by apprentices. One-half the employees had a working week of 57 to 60 hours, about one-fourth a working week of less than 57 hours, the remaining fourth a week of over 60 hours. Classified weekly wages for 15,485 handworkers are indicated in the table which follows:

NUMBER OF HANDWORKERS AND PER CENT RECEIVING CLASSIFIED WEEKLY WAGES ON DEC. 1, 1910.

| Occupation. | Number. | Under 18 crowns (\$4.82) per week. | 18 to 26 crowns (\$4.82- \$6.97) per week. | Over 26 crowns (\$6.97) per week. | Average weekly wages. |
|------------------------------|---------|---|--|--|-----------------------------|
| | | <i>Per cent.</i> | <i>Per cent.</i> | <i>Per cent.</i> | |
| Masons..... | 743 | 2.42 | 19.52 | 78.06 | \$8.44 |
| Painters..... | 1,048 | 6.87 | 41.32 | 51.81 | 6.91 |
| Paper hangers..... | 102 | 9.80 | 48.04 | 42.16 | 6.76 |
| Steam fitters..... | 217 | 4.15 | 49.77 | 46.08 | 6.72 |
| Carpenters (fine work)..... | 436 | 4.82 | 54.13 | 41.05 | 6.63 |
| Tinners..... | 379 | 10.82 | 46.17 | 43.01 | 6.58 |
| Confectioners..... | 172 | 5.23 | 60.47 | 34.30 | 6.50 |
| Bookbinders..... | 114 | 10.53 | 52.63 | 36.84 | 6.31 |
| Carpenters (house)..... | 605 | 13.88 | 50.08 | 36.04 | 6.27 |
| Carpenters (rough work)..... | 1,367 | 11.19 | 59.25 | 29.56 | 6.17 |
| Machinists..... | 122 | 12.29 | 63.94 | 23.77 | 6.04 |
| Book printers..... | 128 | 17.19 | 58.59 | 24.22 | 6.02 |
| Goldsmiths..... | 224 | 13.39 | 69.20 | 17.41 | 6.01 |
| Sailmakers..... | 165 | 16.97 | 67.88 | 15.15 | 5.92 |
| Cabinetmakers..... | 875 | 17.37 | 65.83 | 16.80 | 5.90 |
| Bakers..... | 1,390 | 14.68 | 60.28 | 16.04 | 5.89 |
| Butchers..... | 193 | 22.79 | 64.25 | 12.96 | 5.68 |
| Tailors..... | 828 | 30.65 | 47.95 | 21.40 | 5.67 |
| Stonemasons..... | 118 | 11.86 | 77.12 | 11.02 | 5.61 |
| Barbers..... | 249 | 15.66 | 80.32 | 4.02 | 5.43 |
| Coopers..... | 436 | 31.20 | 58.94 | 9.86 | 5.42 |
| Watchmakers..... | 176 | 25.57 | 65.34 | 9.09 | 5.38 |
| Carpenters (general)..... | 111 | 36.04 | 46.85 | 17.11 | 5.24 |
| Blacksmiths..... | 384 | 33.85 | 56.25 | 9.90 | 5.24 |
| Tanners..... | 267 | 36.33 | 58.80 | 4.87 | 5.05 |
| Shoemakers..... | 2,074 | 54.39 | 43.39 | 2.22 | 4.52 |
| Boat builders..... | 366 | 57.38 | 42.35 | .27 | 4.48 |
| Total and average..... | 15,485 | 22.4 | 52.6 | 25.0 | 5.93 |

Sweden.—*Statistiska Centralbyrån. Statistisk Årsbok för Sverige. Andra Årgången. Stockholm, 1915. 350 pp.*

This is the second issue of the yearbook issued by the Swedish statistical office, and presents the usual information contained in such publications. The material is grouped in 20 sections, together with an appendix. There is no index, but a detailed table of contents both in the vernacular and in French. Of interest to labor are parts of section 8, presenting industrial statistics much in the nature of our census of manufactures; also sections 12 and 13, relating to cooperative and benefit societies and labor conditions, presenting information concerning industrial accidents for the current year, activities of employment agencies, unemployment, strikes and lockouts, collective agreements, retail prices, and wages of agricultural laborers.

Riksförsäkringsanstalten år 1912, 1913. Stockholm, 1913, 1914. 2 v. (Sveriges Officiella Statistik.)

Contains annual reports of operations under the Swedish compensation act of 1901 during the years 1912 and 1913. The act provides for compensation resulting from an accident while at work which may cause death or disability for more than 60 days. The act covers practically all manufacturing industries, mining, and quarrying, and trade and transportation carried on by both private or State enterprises. The act has been in operation since January 1, 1903; since 1908

fishermen have had separate compensation, and since 1909 compensation has been payable for accidents and sickness while in military service. The entire burden of compensation is on the employer, who may carry his own insurance or insure himself in the State Insurance Institute. During the year 1912 insurance premiums were received to the amount of 628,057.15 crowns (\$168,319.32), as compared with 777,961.45 crowns (\$208,493.67) in 1913. Benefit payments to the amount of 496,354.74 crowns (\$133,023.07) were made in 1912, as compared with 574,381.12 crowns (\$153,934.14) in 1913.

ACCIDENTS REPORTED AND COMPENSATED AND RATE PER 10,000 PERSONS
SUBJECT TO INDUSTRIAL ACCIDENT INSURANCE IN SWEDEN, 1909-1913.

| Year. | Number insured. | Accidents reported. | | | | Compensated accidents resulting in— | | | |
|------------|-----------------|---------------------|------------------|--------|------------------|-------------------------------------|------------------|-------------|------------------|
| | | Compensated. | Not compensated. | Total. | Rate per 10,000. | Death. | | Disability. | |
| | | | | | | Num-ber. | Rate per 10,000. | Num-ber. | Rate per 10,000. |
| 1909..... | 64,573 | 4,000 | 79 | 4,079 | 631.7 | 40 | 6.2 | 3,960 | 613.3 |
| 1910..... | 71,969 | 4,475 | 3 | 4,778 | 663.8 | 43 | 6.0 | 4,432 | 615.8 |
| 1911..... | 89,704 | 4,949 | 549 | 5,498 | 631.3 | 54 | 6.7 | 4,895 | 606.5 |
| 1912..... | 93,247 | 6,783 | 938 | 7,721 | 778.0 | 60 | 6.0 | 6,723 | 677.4 |
| 1913..... | 115,120 | 8,251 | 850 | 9,101 | 790.6 | 75 | 6.5 | 8,176 | 710.2 |
| Total..... | 431,613 | 28,458 | 2,419 | 31,177 | 722.3 | 272 | 6.3 | 28,186 | 653.0 |

Socialstyrelsen. Den Offentliga Arbetsformedlingen i Sverige 1902-1912. Stockholm, 1915, 232 p. (Sveriges Officiella Statistik. Socialstatistik.)

Contains the results of a special study concerning the establishment, history, and organization of the public employment offices, and results obtained, during the years 1902 to 1912. The movement began with the establishment of 2 municipal employment offices in 1902, and to-day the system consists of a central office, 6 district offices, and subordinate local offices—in all, 93 agencies throughout the Kingdom. Since 1906 a State subsidy has been accorded sufficient to pay administrative expenses and the expenses necessary to assist needy workmen to their places of work when positions have been found for them. The personnel engaged in the operation of the system in 1912 numbered 140 persons, 76 at the chief offices and the district offices and 64 at the branch offices; of this number 108 were men and 36 women. The data presented was obtained by a careful schedule inquiry and results analyzed by localities, by sex, occupation, and education of applicants, and by those for whom positions were secured. The total receipts from the municipalities and the State for the support of the system in 1902 were 10,200 crowns (\$2,733.60), which had increased to 293,400 crowns (\$78,631.20) in 1912. The expenses in 1902 amounted to 10,600 crowns (\$2,840.80) and in 1912 to 280,400 crowns (\$75,147.20). From 1902 to 1912, inclusive, 447,113 positions had been filled. The average cost of filling each position for each of the years was as follows:

| | | | |
|-----------|--------|-----------|--------|
| 1902..... | \$4.12 | 1908..... | \$0.99 |
| 1903..... | .43 | 1909..... | .86 |
| 1904..... | .46 | 1910..... | .88 |
| 1905..... | 1.03 | 1911..... | .82 |
| 1906..... | .57 | 1912..... | .72 |
| 1907..... | .68 | | |

66 MONTHLY REVIEW OF THE BUREAU OF LABOR STATISTICS.

The positions filled from 1902 to 1912 were distributed among 6 principal industries according to the following percentages:

| Industries. | 1902 | 1903 | 1904 | 1905 | 1906 | 1907 | 1908 | 1909 | 1910 | 1911 | 1912 |
|-------------------------------------|------|------|------|------|------|------|------|------|------|------|------|
| Agriculture and forestry | 11.9 | 10.0 | 10.0 | 9.7 | 6.8 | 7.6 | 16.2 | 20.7 | 23.1 | 24.4 | 24.5 |
| Mining and quarrying | | | | | .1 | .1 | | .1 | | .1 | .2 |
| Factories and handicrafts | 37.7 | 29.0 | 22.8 | 19.1 | 25.3 | 23.2 | 13.9 | 14.5 | 15.0 | 14.7 | 13.9 |
| Trade and transportation | 8.3 | 14.6 | 18.2 | 20.0 | 17.0 | 14.6 | 13.5 | 13.2 | 13.9 | 13.9 | 14.2 |
| Public service; clerical work | .1 | .2 | .2 | .3 | .3 | .3 | .2 | .4 | .3 | .4 | .6 |
| Domestic service | 19.4 | 27.4 | 30.8 | 33.7 | 27.0 | 32.1 | 37.9 | 34.8 | 34.3 | 34.6 | 33.4 |
| Not specified | 22.6 | 18.8 | 18.0 | 17.2 | 23.5 | 22.1 | 18.3 | 16.3 | 13.4 | 11.9 | 13.2 |

K. Socialstyrelsen. Byggnadsverksamheten i Rikets Stadssamhällen År 1913, jümte Översikt för Åren 1904-1912. Stockholm 1915, 65 p. (Sveriges Officiella Statistik. Socialstatistik.)

This report summarizes building operations for the housing of the population in Sweden during the years 1904 to 1912, with a more general analysis of conditions for the year 1913. The office of labor which has prepared this monograph notes the fact, that, in the light of general economic prosperity during the years covered by the report, the movement of housing has been practically parallel with that prosperity. Among other facts the data presented indicates that the largest proportion (73.6 per cent) of the new houses constructed in 1913 in small towns and villages have been one to two family dwellings occupied by their owners who were largely those of limited means. Of the 8,594 houses erected in 1913 the distribution as to size was as follows:

NUMBER AND PER CENT OF HOUSES OF SPECIFIED SIZE ERECTED IN 1913.

| Size. | Number. | Per cent. |
|-------------------------------------|---------|-----------|
| 1 room | 1,126 | 13.1 |
| 1 room with kitchen | 2,647 | 30.8 |
| 2 rooms with kitchen | 2,184 | 25.4 |
| 3 rooms with kitchen | 991 | 11.5 |
| 4 rooms and more with kitchen | 1,646 | 19.2 |

Socialstyrelsen. Kollektivavtal i Sverige år 1913. Stockholm, 1914, 137 p. (Sveriges Officiella Statistik. Socialstatistik.)

Since 1907 the Swedish labor office has presented annually an analysis of collective agreements entered into during the current year. In 1913, 237 agreements were entered into fixing the terms of employment for 75,872 workmen of 1,540 employers. Of the agreements listed during the year 21 per cent were between employers' associations and trade-unions and 71 per cent were concluded between individual employers and trade-unions, while in 1912 agreements between associations on both sides formed 38 per cent of the total, and in 59 per cent of all agreements trade-unions were parties. Of the contracts entered into during the year 4 were national in their scope and affected 52,525 workmen. As to duration, in 29 of the agreements it did not exceed 1 year; in 33, the duration was from 1 year to 2 years; in 113, from 2 to 3 years; in 34, from 3 to 4 years; and in 26, more than 4 years. Two contracts contained no provision concerning their duration. The agreements of national scope were the most numerous among those containing a provision for their extension beyond 4 years. Of the total agreements entered into, 97 per cent, affecting 73,477 workmen, contained provisions for preventing cessations from work through arbitration. As to wages, 56 of the agreements concluded in 1913, adopted

time rates of pay exclusively; the number of workers affected thereby was 4,362. The other contracts provided exclusively for piece rates or combination of piece and time rates. A minimum rate for pieceworkers was fixed in 21 agreements applicable to 32,618 workmen. The agreements entered into between 1,392 employers and 73,887 workmen, or 97 per cent of all the workmen, contained provisions relating to hours of labor. The hours of labor for 36,228 workmen, or 49 per cent of the number affected, were fixed at 57 hours per week and in the case of 26,006, or 35.2 per cent, at 60 hours per week. In the case of 1,351 workmen, or 1.8 per cent of the above number, there was fixed by agreement a working week of over 60 hours. A provision relative to compensation for accidents was inserted in 197 agreements, affecting 72,045 workmen.

Union of South Africa.—*Parliament. House of Assembly. Select Committee on the Miners' Phthisis. Cape Town, 1912. xliv, 310, ix pp.*

Contains the report of a committee appointed April, 1912, by the House of Assembly to inquire into the advisability of passing a bill then before the assembly concerning the granting of compensation to miners who contract phthisis in the course of their occupation. Considerable evidence was taken concerning various phases of the mining industry, wages, hours, cost of living, health, and safety, etc., with the result that the committee recommended the passage of the bill in such form "as to secure to the sufferers from miners' phthisis compensation in conformity with the principles of workmen's compensation." Two minority reports were, however, submitted. Since the report of this committee was made a law such as recommended was approved June 22, 1912.

Small Holdings Commission. (Transvaal) Cape Town, 1913. iii, 149 pp.

Presents the results of an investigation as to the necessity for providing land in mining and industrial centers out of which to create small holdings for wage earners in the locality, to ascertain the extent of land available for such use, and the conditions under which it should be allotted, together with a proposal for legislative changes necessary in existing acts, such as the township act of 1907, the metals act of 1908, and the land-bank act of 1912. The committee in its recommendations adopted 1 acre as the minimum and 500 acres as the maximum size of a small holding. Among the advantages of creating small holdings were considered: (1) A probable improvement of housing conditions; (2) making the population more settled; (3) encouraging habits of saving; (4) providing new openings for the younger generation; and (5) reducing the cost of living. Four forms of State action were pointed out: (1) The provision of land by indirect means, i. e., by dividing large estates and by a judicious system of taxation, etc.; (2) provision of land by direct means, i. e., by laying out small holdings on land acquired for the purpose on public land and disposing of it to the applicants; (3) State-aided settlement, financing the small holder and permitting him to make payments on the installment plan; (4) provision of land for third parties, employers, and philanthropic societies, who may wish to finance the prospective settler or wage earner.

Parliament. House of Assembly. Select Committee on European Employment and Labor Conditions. Cape Town, 1913. xliii, 712, xliii pp.

Contains the report of a parliamentary committee appointed in March, 1913, to inquire into and report upon the question of extending the field of opportunity for European labor in South Africa. The information was obtained through extended hearings before representative men in South Africa. Con-

tains a review of existing labor conditions, in the course of which it is complained that native labor has forced the European out of his former occupations and created an undesirable class of depressed workmen deserving of attention. The recommendations of the committee include, among other subjects, the extension of means of communication; means of encouraging land settlement; greater utilization of by-products; Government supervision of the acquisition of lands for settlement; establishment of employment agencies to distribute laborers, but particularly agricultural laborers; reform in the school system looking toward a more practical course of instruction, especially in agriculture; labor colonies for the employment of indigents and vagrants; and the publication of statistics relative to unemployment and poverty.

PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by the foreign departments and bureaus of labor are listed and the contents given. This list includes all such periodical publications received between January 1 and June 30, 1915. Some of the countries, it will be noticed, are not represented by any publication. During the period since the beginning of the European war most of these publications have been somewhat irregular in their appearance, and in certain cases it will be noted the issues of several months have been postponed or consolidated.

Australia.—*Commonwealth Bureau of Census and Statistics, Labor and Industrial Branch. Labor Bulletin. Melbourne.*

April-June, 1914.—Industrial conditions. Unemployment. Retail prices, house rents, and cost of living. Wholesale prices. Industrial disputes. Changes in rates of wages. Assisted immigrants. State free employment bureaus. Industrial accidents. The Commonwealth conciliation and arbitration acts. State legislation for control of trade and prices during war. Reports from industrial centers. Reports of departments and bureaus in Australia. Imperial and foreign publications received.

July-September, 1914.—Industrial conditions. Unemployment. Retail prices, house rents, and cost of living. Wholesale prices. Industrial disputes. Changes in rates of wages. Assisted immigrants. State free employment bureaus. Industrial accidents. The Commonwealth conciliation and arbitration acts. Reports of departments and bureaus in Australia. Imperial and foreign publications received.

Belgium.—*Revue du Travail, Publiée par l'Office du Travail de Belgique. Brussels.*

July, 1914.—Labor market, June, 1914. Free employment bureau, June, 1914. Labor conditions in Belgium and the Netherlands. Report of the bureau of factory inspection. Legislation, decrees, etc.

Canada.—*The Department of Labor. The Labor Gazette. Ottawa.*

January, 1915.—Industrial and labor conditions during December, 1914. Special articles on The Industrial Disputes Investigation Act, 1907; Industrial and labor conditions in Canada during 1914; Prices in Canada during 1914; Special appeal by Montreal Trades and Labor Council on behalf of Belgian trades-unionists; Alien enemies' right to maintain actions in Canadian courts; General regulations under section 138 of the Alberta Mines Act; Review of the United States labor legislation in 1914; United States Commission on Industrial Relations; and Labor legislation in British Columbia. Statistical and other returns during December, 1914, on Whole-

sale and retail prices, Canada, during 1914; Fair wages schedules in Government contracts awarded during the month of December, 1914; Trade disputes during the month of December, 1914; Industrial accidents during the month of December, 1914; Immigration and colonization; Building permits during December, 1914; Reports of departments and bureaus; and Recent legal decisions affecting labor.

February, 1915.—Industrial and labor conditions during January, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Review of trade disputes in Canada during 1914; Proposed wage reduction; Semiannual convention of the New Brunswick Federation of Labor; Annual convention of the British Columbia Federation of Labor; Patriotism and production; and Changes in rates of wages and hours of labor in Canada during the last quarter of 1914. Statistical and other returns during January, 1915, on Wholesale and retail prices, Canada, during January, 1915; Fair wages schedules in Government contracts awarded during the month of January, 1915; Trade disputes during the month of January, 1915; Industrial accidents during the month of January, 1915; Immigration and colonization; Building permits during January, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

March, 1915.—Industrial and labor conditions during February, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Distribution of labor in Canada; Cooperative loans; British trade disputes; Workmen's compensation in New Jersey; Compensation for accidents to employees of the United States; The Danbury Hatters' case; Compensation to dependents of miners killed in Hillcrest mining disaster; Twelfth annual convention of District 18 of the United Mine Workers of America; and Ontario Workmen's Compensation Act. Statistical and other returns during February, 1915, on Wholesale and retail prices, Canada, during February, 1915; Fair wages schedules in Government contracts awarded during the month of February, 1915; Trade disputes during the month of February, 1915; Industrial accidents during the month of February, 1915; Immigration and colonization; Building permits during February, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

April, 1915.—Industrial and labor conditions during March, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Report of board of dispute between the corporation of the city of Edmonton and its power-house employees; Distribution of labor; Government aid to housing of working people; Western coal miners' agreement; Building operations in Canada during 1914; and Industrial accidents in Canada, 1914. Statistical and other returns during March, 1915, on Wholesale and retail prices, Canada, during March, 1915; Fair wages schedules in Government contracts awarded during the month of March, 1915; Trade disputes during the month of March, 1915; Industrial accidents during the month of March, 1915; Immigration and colonization; Building permits during March, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

May, 1915.—Industrial and labor conditions during April, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Report of board in dispute between J. D. McArthur & Co. (Ltd.), contractors for the construction of the Edmonton, Dunvegan & British Columbia and the Alberta & Great Waterway Railway and train operatives; Western Coal Operators' Association and District No. 18 of the United Mine Workers of America; Dominion legislation affecting labor, 1915; The Provincial employment bureau at Montreal as a barometer of unemployment; and Changes in rates of wages and hours of labor in Canada during the first quarter of 1915. Statistical and other returns during April, 1915, on Wholesale and retail prices, Canada, during April, 1915; Building operations in 1914; Fair wages schedules in Government contracts awarded during the month of April, 1915; Recent industrial agreements; Trade disputes during the month of April, 1915; Industrial

accidents during the month of April, 1915; Immigration and colonization; Building permits during April, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

Denmark.—*Statistiske Efterretninger, udgivet af det statistiske Departement. Copenhagen.*

January 5, 1915.—Retail prices in January. Foreign trade with the United States. Bee culture in Denmark. Unemployment in November, 1914. Index numbers of the Economist.

January 11, 1915.—Import and export of dairy products and grains and forage. State and municipal finance. House congestion in provincial towns.

February 5, 1915.—Unemployment January 23, 1915. Export of pork, etc. Coal imports, 1914.

February 18, 1915.—Export and import of meats and neat cattle. Retail prices, February, 1915. Production and trade in sugar in Denmark, 1914. Statistics of poultry, etc. Hail insurance. Index numbers of the Economist.

March 9, 1915.—The 1914 harvest. Export of eggs. Import and export of hides and skins. Import of grain and forage, January and February, 1914. Wages in the dairy industry.

March 24, 1915.—Income taxes, 1914. Consumption of concentrates (fodder), 1914–15. Petroleum imports. Import of pine lumber, 1914.

March 31, 1915.—Retail prices, March, 1915. Unemployment, March 20, 1915. Summer grazing and field pasturage in Denmark. Educational qualifications of persons subject to military duty. Cooperative associations in Denmark. Registered sick benefit funds, 1914. Index numbers of the Economist.

April 24, 1915.—Retail prices, April, 1915. Consumption of alcohol, 1914. Import of grains and forage, March, 1915. Index numbers of the Economist.

April 28, 1915.—Unemployment, 1914. Statistics of farm animals in Prussia, December, 1914.

May 25, 1915.—The amount and value of fertilizer materials in daily import and export. Immigration from Denmark, 1914. Membership of agricultural cooperative associations. Index numbers of the Economist.

June 1, 1915.—Gross freight receipts from daily shipments to foreign countries, 1915. Retail prices, May, 1915. Condition of savings and other banks the first six months of the war. Harvest yield and summer rains, 1914.

June 11, 1915.—Wages of commercial and office employees. Unemployment, May 29, 1915. Retail prices, April, 1915. Elections for the Popular Assembly (Folketing), May 7, 1915. Index numbers of the Economist.

June 14, 1915.—The special census of farm animals, May 15, 1915.

Finland.—*Industristyrelsen. Arbetsstatistisk Tidskrift. Helsingfors.*

No. 1, 1915.—Prices of food and household commodities, by cities, in Finland, 1914. War measures in Finland. Maximum prices fixed by the Government. Prices of certain varieties of cloth and other goods. Book notices. Reports from foreign countries. Cost of living, by cities, last quarter, 1914.

No. 2, 1915.—New law on the protection of labor and its application. Labor disputes in Finland, 1914. Labor disputes reported up to December 31, 1914. Prices of certain varieties of cloth and other goods, February, 1915. Public employment offices, last quarter, 1914. Industrial accidents.

France.—*Bulletin du Ministère du Travail et de la Prévoyance Sociale. Paris.*

October, November, December, 1914.—Social movement—France: Securing employment for French and Belgian refugees; Cooperative associations in January, 1914; Strikes, conciliation and arbitration, 1913; Convict labor, 1913; Elections to the superior council of labor; Economic situation expressed in index numbers, second quar-

ter, 1914; Mine labor, August to November; Strikes, August to December. Reports from foreign countries: Review of labor conditions in Germany, July to November; Cost of living, Berlin, during the first four months of the war. Trade-unionism in Australia in 1912. Effects of the war on labor conditions in Denmark. Decree of August 24, 1913, fixing hours of labor in the textile industry in Spain. Labor conditions (review) in Great Britain, July to December, 1914; Strikes, July to December, 1914; Operations of employment bureaus, July to December, 1914; Strikes and lockouts in the United Kingdom, 1913; Conciliation and arbitration, 1913. Strikes in Finland, 1913. Trade-unionism in Norway, 1911, 1912. Unemployment (effects of the war) in Sweden, August and September. Miscellaneous—Foreign commerce (France) during the first 10 months of 1914; Current prices of staple articles, July to December; Employers' and workingmen's organizations. Court decisions: Old-age pensions; Compulsory insurance (teachers in public schools); Accidents (responsibility of third party). Laws, decrees, orders, circulars (relative to unionism, cheap houses, retirement funds, etc.).

Germany.—*Reichs-Arbeitsblatt, Herausgegeben vom Kaiserlichen Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin.*

January, 1915.—Labor market: The labor market in Germany; Ratio of employment on January 1, 1915, according to reports of the sick funds; The development of a system of monthly reports of employment offices as to their activity; The activity of employment offices; The receipts of State insurance institutes from the sale of insurance stamps; The labor market in foreign countries (Great Britain, Switzerland). War measures: Regulation of the labor market, maintenance and creation of opportunities for work, and public aid to the unemployed during the war; Employees' federations and the war; Employers' federations and the war; Regulation of the food supply during the war and organization of consumers. Employment offices and unemployment. Legislation: Regulation of the instrumentalities for war-welfare work put at the disposal of municipalities by the Empire. Statistical tables of the labor market.

February, 1915.—Labor market: The labor market; Ratio of employment on February 1, 1915, according to reports of the sick funds; The activity of employment offices in January; The labor market in foreign countries (Great Britain, Switzerland, the Netherlands). War measures: The regulation of the labor market, maintenance and creation of opportunities for work, and public aid to the unemployed during the war. Employment offices and unemployment: Unemployment in German trade-unions; Unemployment in Denmark, January, 1915. Labor conditions: Wage statistics furnished by the local sick funds in Plauen, Lübeck, and Strassburg in Alsace. Social insurance: Industrial life insurance, including the present war insurance in Germany. Legislation: Notification of January 28, 1915, as to sickness insurance and maternity benefits during the war; Decree of the Prussian minister of the interior as to restriction of the consumption of alcoholic beverages by building-trades workmen. Statistical tables of the labor market.

March, 1915.—Labor market: The labor market; Ratio of employment on March 1, 1915, according to reports of the sick funds; The activity of employment offices; The labor market in foreign countries (Great Britain, Norway, Switzerland). Employment offices and unemployment: Unemployment in German trade-unions; Unemployment in Austria, Sweden, and the Netherlands. Labor conditions: Wages of miners; Wages of miners in Saxony; Classified wages of members of the Leipzig Sick Fund; Labor agreements, individual and collective; Collective agreements in Germany at the close of 1913. Social insurance: Sickness insurance, 1911-1913. Social hygiene: Care of the tuberculous by the National Insurance Institutes during the war. Decisions of industrial courts, Berlin. Statistical tables of the labor market.

April, 1915.—Labor market in Germany. Labor market in foreign countries (Great Britain, France, Switzerland, and British colonies). Employment offices

and unemployment. War measures: Regulation of the labor market; Public unemployment aid; Carriers of the invalidity insurance; Relief for those injured in war; Housing conditions during the war. Organizations of employers and employees in 1913. Legislation: Special war measures in Prussia regarding miners' benefit funds (law of Mar. 26, 1915); Sunday work in mining during the war. Strikes and lockouts in 1914. Savings bank conditions in 1914, January and February, 1915. Sickness insurance, 1913. Statistical tables of the labor market.

May, 1915.—Labor market in Germany. Labor market in foreign countries (Great Britain, Switzerland, and British colonies). Employment offices and unemployment. Labor conditions: Miners' wages, 1914; Classified wages in the Leipzig Sick Fund. Labor disputes: Strikes and lockouts in Germany, 1914; Strikes and lockouts since the beginning of the war and up to the close of March, 1915. Legislation: Decree concerning the increase of maternity aid during the war. Statistical tables of the labor market. Supplement: (1) Cost of living studies in Germany; (2) Studies of workingmen's families at the Krupp works.

Great Britain.—*The Board of Trade Labor Gazette. London.*

January, 1915.—Employment chart. The labor market in December. Special articles on Employment, wages, prices, and labor disputes in 1914: Employment in Germany; Food prices in Berlin; Retail food prices in the United Kingdom from July to January 1; Retail prices of meat; Retail prices in Denmark since the war; Employment of Belgian refugees; Prevention and relief of distress due to the war; and Emergency grants to trade-unions. Recent conciliation and arbitration cases. Reports on employment in the principal industries. Labor in the dominions and in foreign countries. Board of Trade labor exchanges. Statistical tables: Prices of bread, wheat, and flour; Trade disputes; Changes in rates of wages and hours of labor; Unemployment insurance; Women's employment bureaus; Distress committees; Diseases of occupations in factories and workshops; Fatal industrial accidents; Pauperism; Foreign trade; Industrial unions and societies registered or dissolved; Passenger movement to and from the United Kingdom. Legal cases, official notices, etc.

February, 1915.—Employment chart. The labor market in January. Special articles on Unemployment among women; Employment in Germany; Employment in Denmark; Retail food prices in the United Kingdom; Cooperative small holdings societies; Tenants' copartnership societies; Ships built in 1914; Food prices in Berlin; Rise in cost of necessities in Vienna; Labor statistics of the United Kingdom; Farm servants' wages in Scotland; and Work of the Board of Trade labor exchanges in 1914. Recent conciliation and arbitration cases. Trade Boards Act, 1909. Reports on employment in the principal industries. Labor in the dominions and in foreign countries. Board of Trade labor exchanges. Statistical tables: Prices of bread, wheat, and flour; Pauperism; Occupational diseases in factories and workshops; Fatal industrial accidents; Trade disputes; Emergency grants to trade-unions; Immigration and emigration to and from the United States; Changes in rates of wages and hours of labor; Unemployment insurance; Women's employment bureaus; Distress committees; Building plans; Prices and wages in the coal and iron trades; Foreign trade; Industrial unions and societies registered or dissolved; Passenger movement to and from the United Kingdom. Legal cases, official notices, etc.

March, 1915.—Employment chart. The labor market in February. Special articles on Employment among women in February; Retail food prices in the United Kingdom; Retail prices in Vienna; Food prices in Berlin in January; Employment in Germany; German war measures; New Swiss labor law; Unemployment funds in Denmark; Government work—Committee on production in engineering and shipbuilding establishments. Recent conciliation and arbitration cases. Trade Boards Act, 1909. Reports on employment in the principal industries. Labor in the dominions and in foreign countries. Board of Trade labor exchanges. Statistical tables: Prices of

bread, wheat, and flour; Emergency grants to trade-unions; Immigration to the United States; Women's employment bureaus; Distress committees; Trade disputes; Changes in rates of wages; Unemployment insurance; Occupational diseases; Fatal industrial accidents; Pauperism; Foreign trade; Cooperative wholesale societies; Passenger movement to and from the United Kingdom; Industrial unions and societies registered or dissolved. Legal cases, official notices, etc.

April, 1915.—Employment chart. The labor market in March. Special articles on Retail coal prices committee; Employment in Denmark; Employment in Germany; Retail food prices in the United Kingdom; Retail food prices in Vienna in March; Retail food prices in Berlin in February; Standardization of bread in Italy; Cooperation in agriculture in 1913; State grants to unemployment funds in Denmark—Amendment of law; Government work; Commonwealth of Australia; The South African railway commission. Recent conciliation and arbitration cases. Reports on employment in the principal industries. Labor in the dominions and in foreign countries. Board of Trade labor exchanges. Statistical tables: Trade disputes; Changes in rates of wages; Unemployment insurance; Prices of bread, wheat, and flour; Distress committees; Women's employment bureaus; Occupational diseases; Fatal industrial accidents; Pauperism; Building plans; Foreign trade; Prices and wages in the coal and iron trades; Industrial unions and societies registered or dissolved; Passenger movement to and from the United Kingdom; Emergency grants to trade-unions. Legal cases, official notices, etc.

May, 1915.—Employment chart. The labor market in April. Special articles on Employment in Germany in March; Retail food prices in Berlin in March; Food supplies and retail food prices in Vienna; Retail food prices in the United Kingdom May 1; Wholesale prices in the United Kingdom in 1914; Trade-unions in 1913; Agricultural cooperation; Disabled sailors and soldiers committee; Dutch law for the protection of dock laborers; Government work. Conciliation and arbitration cases. Reports on employment in the principal industries. Labor in the dominions and in foreign countries. Board of trade labor exchanges. Statistical tables: Trade disputes; Changes in rates of wages; Unemployment insurance; Prices of bread, wheat, and flour; Distress committees; Women's employment bureaus; Occupational diseases; Fatal industrial accidents; Pauperism; Foreign trade; Passenger movement to and from the United Kingdom; Emergency grants to trade-unions. Legal cases, official notices, etc.

Italy.—*Bollettino dell'Ufficio del Lavoro, Ministero di Agricoltura, Industria e Commercio. Rome. Monthly.*

January, 1915.—Operations of the employment agencies; The labor market in Canada, October to December. Labor disputes: General strike of automobile operators, 1912 and 1913, and other strikes, by industries; Labor disputes in 1913 in Austria, England, Sweden. Residence of laborers in public employment, July, August, and September. Retail prices of farm products and classes of food generally consumed by workmen's families, furnished by the consumers' cooperative association, by Provinces, by districts, November and December, 1914. Retail prices of articles of food in the United Kingdom. Occupational dermatitis in the manufacture of nitrate of calcium; Occupational diseases of lignite miners. Industrial diseases in Austria, 1913. Hours of labor in establishments requiring continuous operation of furnaces. Legal protection of laborers employed in compressed air. The activity of the board of conciliation in Sweden, 1913. The shoemaking industry in Germany. Decisions of courts affecting labor.

February-March, 1915.—Statistics of the operations of employment agencies. Operations of employment agencies in England and in Sweden. Unemployment in Germany, 1914; in England, January, 1915. Changes in rates of wages and hours of labor in England, 1913. Labor disputes in Italy, fourth quarter 1914. Strikes in France, August to December, 1914; in England, January, 1915. Retail prices of articles of

food of varieties generally sold to workingmen—Average prices for each Province, January, 1915, for each district, January and February. Occupational diseases in England, 1913. Toxic action of benzol. Protection of workmen against industrial poisoning. Legislation: Laws, regulations, proposed laws, and circulars. Collective agreements in Austria; Wage agreements, 1913. Decisions of courts affecting labor.

Buletino dell' Ufficio del Lavoro. Rome. Semimonthly.

January 1, 1915.—Unemployment; Proposed public works; Labor conditions, by localities; Labor disputes; Food prices; Employers' and employees' associations; Conventions; Labor legislation; Emigration; Activities of the labor office; Court decisions in labor cases; Industrial hygiene; Safeguards on agricultural machinery.

January 16, 1915.—Unemployment; Public works in course of construction; Labor conditions, by locality and by industry; Labor disputes; Trade-unionism; Local employment offices; Decisions of courts affecting labor; Migratory labor in agriculture, 1913; Industrial hygiene.

February 1, 1915.—Unemployment; Returning emigrants; Public works in course of construction; Labor conditions by localities; Labor disputes; Trade-unionism; Workingmen's dwellings; Local employment offices; Activities of the labor office; Council of prudhommes; Decisions of courts affecting labor; Industrial hygiene; Government printing office.

February 16, 1915.—Unemployment; Returning emigrants; Public works in course of construction; Investigation by labor inspectors in Milan and Brescia; Labor conditions, by localities, by industry; Labor disputes; Trade-unionism; Legislation; Activities of the labor office.

March 1, 1915.—Unemployment; Returning emigrants; Public works in course of construction; Labor conditions, by localities, by industries; Labor disputes; Trade-unionism; Activities of the labor office; Legislation; Decisions of courts affecting labor; Regulations applicable to transportation of employees in public service; Publications of the labor office.

March 16, 1915.—Unemployment; Returning emigrants; Public works in course of construction; Labor conditions, by localities, by industries; Legislation, limiting the manufacture of bread to one grade only; Activities of the labor office; Trade-unionism; Parliamentary discussions, conservation of grain, etc.; Regulations applicable to transportation of employees in public service; Decisions of courts affecting labor.

April 1, 1915.—Unemployment; Public works in course of construction; Labor conditions, by locality, by industries; Labor disputes; Food prices (index numbers); Workingmen's dwellings; Employers' and employees' associations; Conventions and congresses; Activities of the labor office; Legislation (grade of bread); Regulations applicable to employees in public transportation; Decisions of courts affecting labor.

April 16, 1915.—Unemployment; Public works in course of construction; Labor conditions, by locality; Labor disputes; Employers' and employees' associations; Conventions and congresses; Activities of the labor office; Legislation (railroad operation, dwellings of railroad employees, pensions, etc.); Appropriations for public works in order to relieve the unemployed; Regulations applicable to employees in public transportation (wages, salaries, relief associations, etc.); Industrial hygiene; Decisions of courts affecting labor.

May 1, 1915.—Unemployment; Public works in course of construction; Labor conditions, by locality, by industries; Labor disputes; Food prices (index numbers); Employers' and employees' associations; Conventions and congresses; Activities of the labor office (twenty-second session of the Superior Council of Labor); International Association Against Unemployment; Social insurance (mutual, cooperative); Legislation (regulating emigration); Regulations applicable to transportation of employees; Decisions of courts affecting labor; Death of Dr. Maris Chiri (first secretary of the labor office).

May 16, 1915.—Investigations and provisions relative to unemployment; Notices of public works under construction; Labor market, by locality; Labor disputes; Employers' and employees' associations; Congresses and conventions; Activities of the labor office; Legislation; Orders and decrees defining the application of the labor laws; Industrial hygiene; Decisions of courts affecting labor.

New South Wales.—*The Department of Labor and Industry. Labor Gazette, Sydney.*

January, 1915.—Introductory matter. The industrial situation, December, 1914. The statute law of industrial import. Awards made under and continued by the Industrial Arbitration Act, 1912 to December 31, 1914. Early closing acts. Judicial and quasi-judicial proceedings. Departmental records, December, 1914. Records of industrial boards. Awards gazetted, from December 10, 1914, to January 13, 1915. Industrial agreements filed from December 10, 1914, to January 13, 1915. Monthly abridgment of records. Compendium of titles to awards published. Table of agreements published.

February, 1915.—Introductory matter. The industrial situation, January, 1915. The statute law of industrial import. A calendar of industrial dislocations, January-December, 1914. Appointment of industrial magistrates for year 1915 under Industrial Arbitration Act, 1912. Judicial and quasi-judicial proceedings. Departmental records, January, 1915. Records of industrial boards. Awards gazetted from January 14 to February 10, 1915. Industrial agreements filed from January 14 to February 10, 1915. Monthly abridgment of records. Compendium of titles to awards published. Table of agreements published.

March, 1915.—Introductory matter. The industrial situation, February, 1915. The statute law of industrial import. Early closing acts. Industrial agreements, continued by and filed under the Industrial Arbitration Act, 1912, to February 28, 1915. Awards made under and continued by the Industrial Arbitration Act, 1912. Judicial and quasi-judicial proceedings. Departmental records, February, 1915. Records of industrial boards. Awards gazetted from February 11 to March 10, 1915. Industrial agreements filed, from February 11 to March 10, 1915. Monthly abridgment of records. Compendium of titles to awards published. Table of agreements published.

April, 1915.—Introductory matter. The industrial situation, March, 1915. The statute law of industrial import. Workmen's Compensation Act, 1910. Judicial and quasi-judicial proceedings. Departmental records, March, 1915. Records of industrial boards. Awards gazetted from March 11 to April 7, 1915. Industrial agreements filed from March 11 to April 7, 1915. Compendium of titles to awards published. Table of agreements published.

New Zealand.—*Journal of the Department of Labor, Wellington.*

January, 1915.—Labor. Conditions of employment and trade. Women's employment branches (reports). Unions' reports. Recent legal decisions. Cases under Workers' Compensation Act. Statistics: Persons assisted to employment during December, 1914; Cooperative works in New Zealand; Accidents in factories reported up to December 27, 1914; Accidents reported under the Scaffolding Inspection Act; Additional unions registered under the Industrial Conciliation and Arbitration Act, 1908; Alterations in title of industrial union; and Current retail prices, November 30, 1914. Special article on Wages boards in Australia (reprinted from Journal of Economics).

February, 1915.—Labor. Conditions of employment and trade. Women's employment branches (reports). Unions' reports. Recent legal decisions. Interpretation of rules of industrial unions. Cases under Workers' Compensation Act. Statistics: Persons assisted to employment during January, 1915; Cooperative works in New Zealand; Accidents in factories reported up to January 27, 1915; Accidents reported under the Scaffolding Inspection Act; Additional unions registered under the Industrial Conciliation and Arbitration Act, 1908; Alterations in title of industrial union;

and Current retail prices, January, 1915. Special article on Ethics of emigration (reprinted from Nineteenth Century Magazine).

March, 1915.—Labor. Conditions of employment and trade. Women's employment branches (reports). Unions' reports. Recent legal decisions. Shops and Offices Act. Cases under Workers' Compensation Act. Statistics: Persons assisted to employment during February, 1915; Cooperative works in New Zealand; Accidents in factories reported up to February, 1915; Accidents reported under the Scaffolding Inspection Act; Additional unions registered under the Industrial Conciliation and Arbitration Act, 1908; Current retail prices, February 27, 1915; and Average weekly rent. Special article on Emigration and State aid (reprinted from Fortnightly Review).

April, 1915.—Labor. Conditions of employment and trade. Women's employment branches (reports). Unions' reports. Recent legal decisions. Judgment of the court of arbitration re hearing of industrial disputes. Wages Protection and Contractors' Liens Act, 1908. Shops and Offices Act. Statistics: Persons assisted to employment during March, 1915; Cooperative works in New Zealand; Accidents in factories reported up to March 25, 1915; Accidents reported under the Scaffolding Inspection Act; Additional unions registered under the Industrial Conciliation and Arbitration Act, 1908; Additional union canceled under the Industrial Conciliation and Arbitration Act, 1908; and Current retail prices, March 31, 1915. Special articles on Teaching agriculture to families as a relief for unemployment and congestion of population; Labor and the war (reprinted from Contemporary Review).

Norway.—*Sociale Meddelelser utgit av Socialavdelingen under Departementet for Sociale Saker, Handel, Industri og Fiskeri. Christiania.*

No. 2-3, 1915.—A monograph containing the second report of the State unemployment committee, the first report of which appeared in No. 5 of 1914.

Spain.—*Boletin del Instituto de Reformas Sociales, Publicacion Mensual. Madrid.*

January, 1915.—Report of the secretary's office and of the special divisions. Summary of reports submitted by the labor inspectors concerning the effects of the war upon Spanish industries. Reports of conventions and congresses. Current legislation, bills, decrees, etc. Strikes and lockouts in France and England. Swiss Federal law on the inspection of factories, June 29, 1914.

February, 1915.—Report of the secretary's office and of the special divisions. Summary of reports submitted by the labor inspectors concerning the effects of the war upon Spanish industries. Strike statistics. Cost of living among workmen. Conventions and congresses. Current legislation, bills, decrees, etc. Strikes and lockouts in Canada, England, and Italy. Portugal: Law of January 22, 1915, regulating hours of work of employees in commercial establishments; Law of January 22, 1915, regulating hours of work in industrial establishments; Law of January 22, 1915, amendment relating to employment of minors and women in industrial establishments.

March, 1915.—Report of the secretary's office and of the special divisions. Summary of reports submitted by the labor inspectors concerning the effects of the war upon Spanish industries. Strike statistics. Cost of living among workmen. Conventions and congresses relating to home work, cooperative associations for cheap dwellings, etc. Current legislation, bills, decrees, etc.: Law regarding day nurseries for children of mulberry workers, etc. Court decisions affecting labor: Compensation to widow for death of husband caused by industrial accident. Reports from foreign countries: Strikes and lockouts in France, England, and Italy; Labor conditions in Germany and Austria.

April, 1915.—Report of the secretary's office and of the special divisions. Summary of reports submitted by the labor inspectors concerning the effects of the war upon Spanish industries. Strike statistics. Cost of living of workmen. Conventions and congresses: Labor organizations; Old-age pensions. Current legislation, bills, decrees, etc. Reports from foreign countries. Special measures taken in foreign countries for

the conservation of the food supply and measures relating to labor. Strikes and lockouts in Canada and Great Britain.

May, 1915.—Proposed law regulating hours of labor in the textile industry as drafted and approved by the Institute for Social Reform. Reports of the secretary's office and of the special divisions. Accident statistics, 1913. Summary of reports submitted by the labor inspectors concerning the effects of the war upon Spanish industries. Strike statistics. Cost of living of workmen. Conventions and congresses: Old-age pensions. Current legislation, bills, decrees, etc.: Royal order fixing the maximum income for those who would benefit by legislation relating to low-cost dwelling in certain Provinces. Reports from foreign countries: Strikes and lockouts in Austria.

Sweden.—*Socialstyrelsen, Sociala Meddelanden. Stockholm.*

No. 1, 1915.—Investigation on unemployment among tobacco workers, September 9 to November 30, 1914. Organization of accident reporting. Foreign countries and the war (Finland). Organization among employers and workmen in Germany, 1911. British land reform law. Report of the State insurance institute, 1913. Decree on the application of the law for the protection of labor. Brief notices. Public employment offices in Sweden, 1902–1912. Public employment offices in Sweden, December, 1914. Review of detail prices in Sweden during the last quarter of the year 1914. Cost of living in Sweden, 1904 to December, 1914. Cost of living in Sweden, by cities, for last quarter of the year 1914. Fish prices in Stockholm, December, 1913, to December, 1914. Prices of farm animals in Sweden, 1904 to December, 1914. Prices of farm animals in Sweden during the last quarter of 1914. Reports from the royal pension bureau.

No. 2, 1915.—State and municipal measures pending the war. The labor market during the fourth quarter of 1914, according to employers' reports. Unemployment among labor organizations October 1, November 1, December 1, 1914. Bill concerning the sale of alcohol, wine, etc. Bill amending the law on the early closing of shops. Poor relief convention between Sweden, Denmark, and Norway. Cost of living in Stockholm, 1904–1914. Proposed law on invalidity and old-age insurance in Denmark. Measures taken by the bureau of labor (*Socialstyrelsen*) for hastening registration under the law of July 4, 1910 (sick benefit funds). Labor disputes in Sweden, 1914. Activities of the factory inspectors, October to December, 1914. Reports from the factory inspectors on industrial accidents. Registration under the new sick benefit law (fourth quarter, 1914). Brief notices. Public employment offices in Sweden, January, 1915. Review of retail prices in Sweden, January, 1915. Cost of living in Sweden, 1904 to January, 1915. Cost of living in Sweden, by cities, January, 1915. Prices of farm animals in Sweden, 1904 to January, 1915. Prices of farm animals in Sweden, November, 1914, to January, 1915. Fish prices in Stockholm, January, 1914, to January, 1915.

No. 3, 1915.—State and municipal measures pending the war. Decree on the milling of rye meal. Foreign countries and the war (Denmark, Germany, Holland, Switzerland). Building and housing conditions according to the censuses of 1912 and 1914. Public employment offices in Sweden in 1914. Activities of the factory inspectors, 1913. State subsidies to lecture courses for workmen. Savings bank statistics, 1913. Reports of the factory inspectors on fatal industrial accidents. Brief notices. Public employment offices in Sweden, February, 1915. Review of retail prices in Sweden, February, 1915. Cost of living in Sweden, 1904 to February, 1915. Cost of living in Sweden, by cities, February, 1915. Prices of farm animals in Sweden, 1904 to February, 1915. Prices of farm animals in Sweden, December, 1914, to February, 1915. Fish prices in Stockholm. Reports from the royal pension bureau.

No. 4, 1915.—State and municipal measures pending the war. Seamen in Sweden. Wages and conditions of labor among agricultural workers, by districts and by typical estates. Safety measures. Private control of the sale of liquor. Accidents resulting from high-tension currents, 1913. Proposed law of Norway on home labor. Pro-

posed law of Denmark on accident insurance. Retail prices in Sweden, Norway, and Denmark. Reports of the factory inspectors on fatal industrial accidents. Registration under the new sick-benefit law (first quarter of 1915). Brief notices. Public employment offices in Sweden, March, 1915. Review of retail prices in Sweden (first quarter of 1915). Cost of living in Sweden, 1904 to March, 1915. Cost of living in Sweden, by cities, first quarter of 1915. Prices of farm animals in Sweden, 1904 to March, 1915. Prices of farm animals in Sweden, first quarter of 1915. Fish prices in Stockholm, March, 1914, to March, 1915.

The Netherlands.—*Centraal Bureau voor de Statistiek. Maandschrift. The Hague.*

January, 1915.—Some social and economic statistics, 1914. Review of the labor market, 1914; fourth quarter, 1914. Review of the labor market (fishing), January, 1915. Employment offices, December, 1914. Unemployment and unemployment insurance, December, 1914. Strikes and lockouts, December, 1914. Provisional summary of strikes and lockouts commenced in 1914. Wholesale and retail prices, 1914. Miscellaneous information. Foreign countries: Review of the labor market; Employment offices; Strikes and lockouts; Miscellaneous information. Statistical tables: Employment, December, 1914; Wholesale prices, 1914; Retail prices, 1914; Building and housing inspection, 1914; Factory licenses, 1914; Number and occurrence of industrial diseases, 1914; Inspections by the factory inspectors, January-July, 1914; State finances, 1914. Laws and official documents.

February, 1915.—Review of the labor market, January, 1915; (fishing) February, 1915. Employment offices, January, 1914 and 1915. Unemployment and unemployment insurance, January, 1915. Strikes and lockouts, January, 1915. Strikes and lockouts in the Netherlands, 1913. Miscellaneous information. International: War measures in foreign countries (Austria); Savings banks; Coal industry, 1911-1913. Foreign countries: Review of the labor market; Employment offices; Strikes and lockouts; Miscellaneous information. Statistical tables: Employment offices, January, 1914 and 1915; Factory licenses, January, 1915; Building and housing inspection, January, 1915; Number and occurrence of industrial diseases, January, 1915; State finances, January, 1915. Laws and official documents. Appendix, containing a report on minimum wages of adult workers and the maximum hours of labor upon public works and public contract by municipalities and by the provincial governments.

March, 1915.—Review of the labor market, February, 1915; (harbors and fishing) March, 1915. Employment offices, February, 1915. Unemployment and unemployment insurance, February, 1915. Strikes and lockouts, February, 1915. Wholesale and retail prices: Public contract prices. Miscellaneous information. International: War prices in certain foreign countries. Foreign countries: Review of the labor market; Employment offices; Strikes and lockouts; Miscellaneous information. Statistical tables: Employment, February, 1915; Employment offices, 1914; Grain prices; Public contract prices; Building and housing inspection, February, 1915; Factory licenses, February, 1915; Number and occurrence of industrial diseases, February, 1915; State finances, February, 1915. Laws and official documents.

April, 1915.—Review of the labor market, first quarter, 1915; (fishing) April, 1915. Employment offices, March, 1915. Unemployment and unemployment insurance, March, 1914 and 1915. Strikes and lockouts, March, 1915. Wholesale and retail prices. Miscellaneous information. International: War measures in foreign countries (Italy, Norway, Austria, Sweden, Russia). Foreign countries: Review of the labor market; Employment offices; Strikes and lockouts; Wholesale and retail prices; Miscellaneous information. Statistical tables: Employment, March, 1915; Unemployment and unemployment insurance, 1914; Wholesale and retail prices; Building and housing inspection, March, 1915; Factory licenses, March, 1915; Number and occurrence of industrial diseases, March, 1915; State finances, March, 1915. Laws and official documents.

